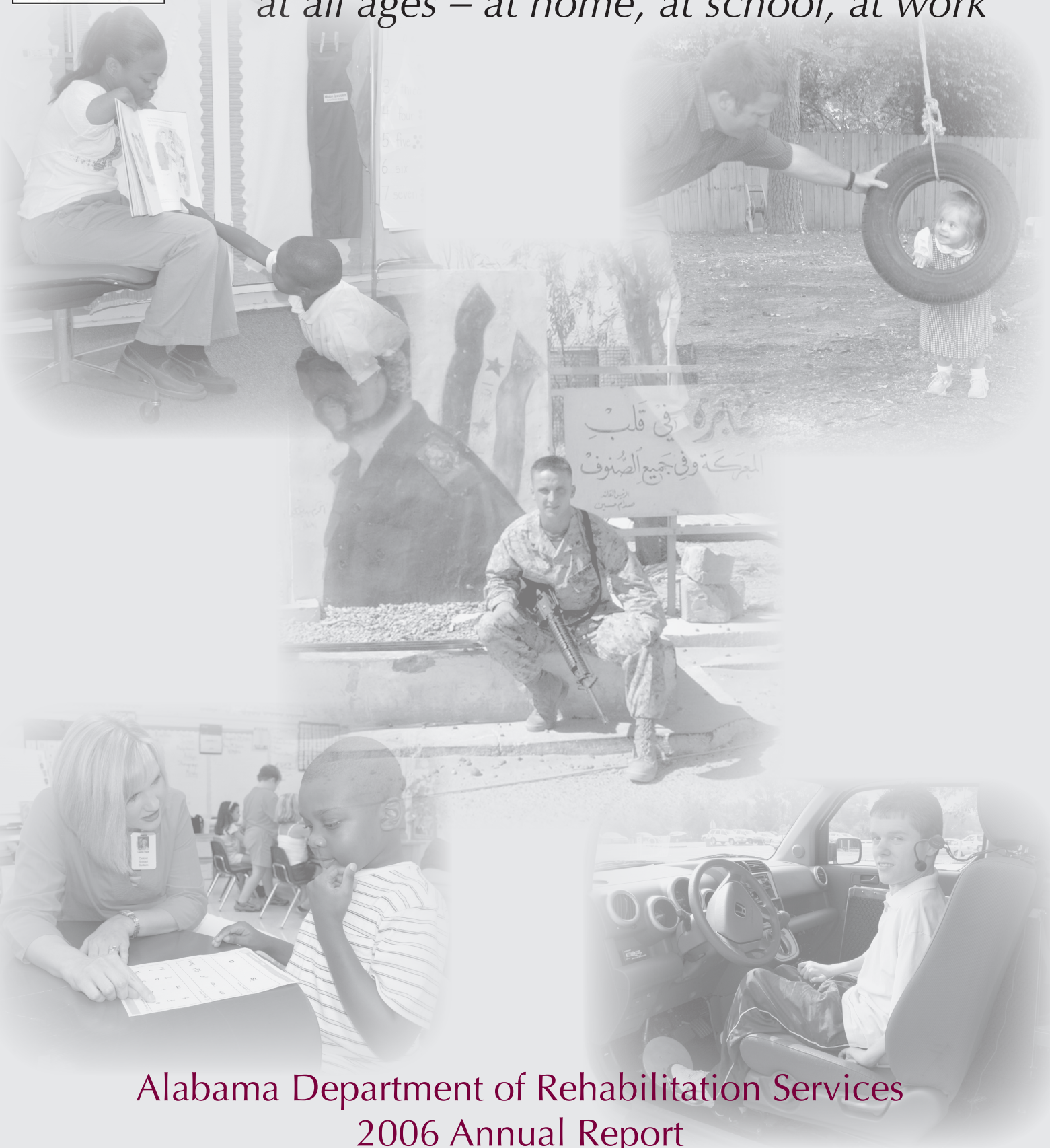




Together, Success

at all ages – at home, at school, at work



Alabama Department of Rehabilitation Services
2006 Annual Report

BLUEPRINT FOR THE 21ST CENTURY

MISSION: TO ENABLE ALABAMA'S CHILDREN AND ADULTS WITH DISABILITIES TO ACHIEVE THEIR MAXIMUM POTENTIAL

We VALUE the worth, dignity and rights of people with disabilities and we will:

- provide an easily accessible, integrated continuum of services;
- ensure quality services that are family-centered, culturally sensitive and community-based;
- promote and respect consumer choice regarding provision of services;
- advocate for the rights of persons with disabilities and promote self-advocacy;
- include people with disabilities, their families and advocates in agency planning and policy development.

We VALUE independence and meaningful work for people with disabilities and we will:

- educate families, children, employers, schools and the public that people with disabilities can and do work;
- advocate for quality health services and community supports that enable people with disabilities to work and/or function independently;
- develop, maintain and expand working relationships with employers;
- identify and create job opportunities that are compatible with consumer abilities;
- foster cross-divisional collaboration to achieve successful work outcomes.

We VALUE all staff and their contributions in achieving our mission and we will:

- communicate openly and honestly;
- recruit, develop, retain and promote a diverse, qualified staff;
- involve staff in agency planning, policy development and performance objectives;
- recognize and reward exemplary job performance;
- provide staff opportunities for personal and professional growth.

We VALUE leadership at all levels and we will:

- maximize staff participation in all agency initiatives;
- create an environment which encourages and supports creativity and innovation;
- facilitate teamwork among all staff;
- provide support and leadership development opportunities.

We VALUE maximum acquisition and efficient and effective management of resources and we will:

- acquire maximum resources;
- increase legislative support;
- develop and use appropriate technological advancements;
- evaluate the effective and efficient use of our resources;
- collaborate with organizations in the public and private sectors.

We VALUE public support and we will:

- educate the public about our mission, goals, services and expertise;
- secure support from business and industry, consumers of services, partners and policymakers;
- create partnerships that expand services to enhance opportunities for consumers;
- maximize staff involvement in the development of grassroots support.

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Commissioner's message



Dear Friends,

I am pleased to present our department's 2006 annual report. If ever there were a year that lived up to the title *Together Success*, this is it. The past 12 months presented a host of significant challenges, but our dedicated staff, with the support of our community partners, turned those challenges into remarkable achievements. In this report, we review – and celebrate – those achievements.

The numbers in this report detail clearly the successes of each ADRS division and specialty program. But those numbers spring to life through the stories of real people who, with our assistance, are making strides toward independence. The people you will meet in *Together Success* include a wounded veteran coming home from battle zones overseas, a young family facing the challenges of having a child born with a disability, students with disabilities succeeding in the classroom, and men and women with disabilities defining their futures in the workplace. They are representative of the tens of thousands of other children and adults who are part of the ADRS extended family. They are the real heart of this department and the reason we are in this profession.

I extend my heartfelt congratulations and gratitude to the staff members, our partners in communities across the state, and our advocates and supporters in the Legislature. By working together year after year, I believe we can always expect success as we pursue our mission: to enable Alabama's children and adults with disabilities to achieve their maximum potential.

Board chairwoman's message

My Dear Friends,

Over the past year, as chairwoman of the Alabama Board of Rehabilitation Services, I have been honored and blessed to have seen personally the lives that have been touched by the Alabama Department of Rehabilitation Services. The pages of this annual report bear witness to the good works of our dedicated, caring, and compassionate staff. In fact, each "success story" you find here began first with staff.

These stories also demonstrate the value of the department's partnerships – with a host of school systems, community programs, and other government agencies. These "partners in success" all had a crucial role in the accomplishments of the past year.

As board chairwoman, I would like to offer my sincere thanks and congratulations to staff and partners for another outstanding year! As the annual report's theme emphasizes, together, we can achieve more!



Patricia
'Crickett' Floy
District 3

Alabama Board of Rehabilitation Services



Stephen Kayes
District 1



Young Stevenson Jr.
District 2



David Brock
District 4



James Brown Jr.
District 5



Roger McCullough
District 6



Mitch Strickland
District 7

Together, Success

at all ages – at home, at school, at work

Through its Continuum of Services, the Alabama Department of Rehabilitation Services provides assistance throughout a lifetime. Whether the person is a child born with a disability or is someone who acquires a disability later in life, the ultimate goal is the same: self-sufficiency and independence. Through services provided in homes, schools, the workplace, and the community, the department assists each individual in achieving his or her maximum potential.

The ADRS Continuum of Services is provided through four major programs:

Alabama's Early Intervention System coordinates services statewide for infants and toddlers with disabilities and developmental delays from birth to age 3, preparing them and their families for the transition to the state Department of Education's preschool program for 3- to 5-year-olds. Early Intervention also provides financial and technical support to the more than 60 community programs that provide direct services to families.

Children's Rehabilitation Service provides individualized services to children with special health-care needs from birth to age 21 and their families. In addition, Children's Rehabilitation Service provides disability services, expertise and adaptive technology to and for local school systems, assisting teachers, school nurses and other staff in the education of children with disabilities.

Children's Rehabilitation Service is also responsible for administering the statewide Hemophilia Program, which serves Alabama's children and adults who have this life-threatening blood disorder.

Vocational Rehabilitation Service is the department's largest division and provides rehabilitation, education and employment-related services to more than 47,000 adolescents and adults with disabilities each year.

These services involve long-standing partnerships with local school systems, colleges and universities, junior colleges, vocational technical schools and community rehabilitation programs.

The ADRS Employer Development program provides nearly 7,500 disability management and employee placement services to Alabama businesses each year.

ADRS also administers the Business Enterprise Program for Alabama's citizens who are blind and visually impaired. The program promotes independence through the operation of more than 100 vending operations, snack bars and cafeterias in locations statewide.

SAIL (State of Alabama Independent Living)/Homebound provides services to Alabamians who have catastrophic congenital disabilities or disabilities resulting from spinal cord or head injuries. SAIL/Homebound staff provide education and support services to families with children and adults with these severe disabilities to make them more independent in the home and, whenever appropriate, to maximize their educational experience.

Though services are tailored for each person, all ADRS programs work in harmony toward a common goal: that every Alabamian with a disability have the appropriate services, support, education and training to become an independent, productive citizen.

ADRS working for wounded veterans

Because Alabama is one of the states with the greatest number of reservists and guard members serving in the War on Terrorism, the Alabama Department of Rehabilitation Services has been at the forefront of efforts to better serve wounded veterans.

A partnership that works for vets

To formalize ADRS' role in assisting returning veterans, in FY 2006 the department entered into an agreement with the U.S. Department of Veterans Affairs in Alabama.

Peggy Anderson, ADRS' statewide coordinator for employer development, said the department's partnership with Veterans Affairs makes sense.

"The V.A. has been referring vets to us for some time, but this agreement formalizes and better structures the referral process," she said.



ADRS Commissioner Shivers shakes hands with Veterans Affairs Director Ricardo F. Randle after the men signed an agreement formalizing the partnership between ADRS and the VA.

"Through this agreement, the V.A. can tap into our specific areas of expertise: employer development, rehabilitation technology, specialty counselors, and disability management."

VRS has also appointed six

rehabilitation counselors strategically located throughout the state to serve as liaisons to the V.A.

National conference held in Alabama

In September, the department



ADRS Commissioner Steve Shivers speaks at the National Summit on Wounded and Injured Veterans in September 2006.

"Through this agreement, the V.A. can tap into our specific areas of expertise: employer development, rehabilitation technology, specialty counselors, and disability management."

– Peggy Anderson
ADRS Statewide Coordinator for Employer Development

also participated in the first-ever Wounded and Injured Veterans' Summit, a national conference that was held in Auburn.

The one-and-a-half day workshop was designed to connect programs that focus on the recovery, rehabilitation, and employment of wounded and injured veterans and their families.

The event was attended by several state and national government officials, including Alabama Gov. Bob Riley, Charles "Chick" Ciccolella, assistant secretary for the Veterans' Employment and Training Service at the U.S. Department of Labor; Leslye Arsht, deputy

undersecretary of defense for military community and family policy; Major General

Kenneth Farmer, commanding general of the North Atlantic Regional Medical Command and Walter Reed Army Medical Center; Vice Admiral Daniel Cooper, undersecretary of benefits in the U.S. Department of Veterans Affairs; and Dr. Michael Kilpatrick, deputy director for force health protection and readiness programs in the U.S. Department of Defense.

ADRS Commissioner Steve Shivers was among several government officials who participated in the "Governor's Panel" discussion on transition collaboration.

► *For another story about a wounded veteran served by ADRS, see Page 14*



The Marine Corps awarded Lance Cpl. Corey Webb a 'meritorious mast' for exceptional performance on duty and a meritorious promotion for combat actions while in Iraq.

Injured vet grateful for ADRS assistance

Marine Lance Cpl. Corey Webb had been in Iraq for two weeks when he was injured after his unit came under enemy fire. The Springville man sustained a broken collarbone and a leg injury that would later require amputation.

When he returned home, Webb tackled his recovery with the "can-do" attitude that he had learned as a Marine.

He was a bit lost, though, when it came to returning to the workplace.

Prior to his deployment, the young man was preparing to begin work as a lineman for Alabama Power Co., but after his injury it was clear he wouldn't be able to perform the duties of that job. Despite that, he was determined to work with the company.

Alabama Power, a longtime customer of the department's Employer Services, referred Webb to ADRS for assistance in finding a place with the company.

Peggy Anderson, ADRS' statewide coordinator for employer development, and Kristie Grammer, a rehabilitation counselor and the department's V.A.

liaison in the Birmingham area, worked diligently with Alabama Power to find a position for the young man.

He eventually was hired as a dispatcher in the company's appliance sales division.

Within a few months, he departed for the Anniston Army Depot, where he is a property management specialist.

Today, with VRS' support, the 25-year-old is pursuing a bachelor's degree at Jacksonville State University.

He's grateful for the assistance he has received through VRS, which he praises for being a "single point of contact."

"It's so much simpler," he said. "If I need anything, I know I can call VRS."

The Springville native said VR services are especially valuable to "career military," who might not be familiar with the intricacies of searching for employment.

"A lot of these guys who've never done anything but serve in the military don't know how to find a job," he said. "They don't know how to create a resume, set up interviews, or anything related to finding work. VRS gives them the tools they need to get back to work."

Ask Allen Foster about Alabama's Early Intervention System (EI) and he uses a football analogy: "With all of the different pieces, Early Intervention is sort of the quarterback, making sure everyone is in the proper position."

He and his wife, Penny, have become intimately familiar with EI since the birth of their youngest daughter, Maggie, who has Down syndrome. For Penny, EI is a powerful resource, a "network of support." "Without the EI system, I would probably be in the crazy house," she said. "I mean, it's just too much."

She relies on EI to "tell me where

we need to go and the things we need to do to get there."

For Maggie, where to go is Cahaba Early Intervention and the things to do include occupational therapy, physical therapy, and speech therapy – things that Penny can't do by herself.

"There aren't enough hours in the day to be a physical therapist and a speech therapist and an occupational therapist and a mom," she said.

After Maggie was born in January 2004, her parents handled the news of her disability in starkly different ways. Her mother, who has a master's degree in early childhood education, couldn't learn enough about Down syndrome. In fact, before the child was a week old, her mother had enrolled her in the Early Intervention System in Tennessee, where the family lived at the time.

Meanwhile, Allen, a general surgeon, couldn't accept the idea that his child would face some limitations. "I was just thinking, 'I'll wake up and she won't have Down syndrome anymore,'" Allen said.

Other people could offer no comfort. "There's limited potential, and there is no comfort for that," he said. "But what I've found that is comforting is that there are so many other options that wouldn't be there if you didn't have a kid with special needs."

"You wouldn't have the option to share with another parent of a child with special needs – through a golf tournament or other events – you wouldn't have the opportunity to do some of these things because those doors wouldn't be open to you. Nobody



Maggie smiles as she plays with one of her toys.



The Fosters – Allen, Penny, Maggie and Taylor Grace – pose for a family photo.



Penny Foster tries to coax Maggie to take a trip down the slide in the Foster family's backyard.

Partners in Success

Maggie Foster and Family
Alabama's Early Intervention System
Cahaba Early Intervention

Future Partner:
Vocational Rehabilitation Service
(for education or training, employment assistance)

ever told me it was a blessing."

That "option to share with another parent" has been important to Penny, as well. So much so, in fact, that she has begun to speak to other people about her own experiences as the parent of a child with special needs.

"I want to be able to do whatever I can to make it easier for other parents," she said. "I like to feel like I can be an emotional support and to show them it's going to be OK."

Timothy Chastain didn't fully understand the significance of his son's name until the summer of 2005, when the youngster was teetering precariously between life and death. Sitting in a Birmingham hospital room, he took out his Bible and the pages fell open to the Book of Daniel. That's when he knew.

His son Daniel, who just days earlier had drowned and been revived, was in the lion's den. And God would bring him out.

That's when he and Amanda, the boy's mother, made a decision: They would pull their young son off life support. For Timothy and Amanda, the choice was simple.

"When Daniel was on that bed, I looked at all the doctors and all these advances of medical technology and there was nothing anyone could do for him – except God," Timothy said.

Much to the astonishment of doctors, the boy survived. His parents, however, weren't surprised.

"He's got the greatest doctor of all: the Lord Jesus Christ," said Timothy. "And

that's why I believe he's here today."

The damage to Daniel's young body, however, was catastrophic. His parents aren't sure how long the 18-month-old lay at the bottom of a relative's pool before he was found, but they estimate that he was without oxygen at least 20 minutes before he was resuscitated by paramedics. Such an extended period of oxygen deprivation almost always has tragic effects, and Daniel was no exception.

The once-active boy is gone, replaced by a youngster who can't speak, walk, or respond in the same way to his parents or younger sister. The brain injury has affected his entire body.

When Daniel was finally released from the hospital, his parents were sent home with information about Alabama's Early Intervention System (EI).

For Timothy and Amanda, EI would become "a lifeline."

"It helps you get through it," said Amanda. "I wouldn't know what to do with Daniel otherwise."

Through EI, Daniel has received physical and occupational therapy. His mother has received something less tangible.

"It's helped me not feel so alone," she said. "I love all of the people with Early Intervention. That's really what it's meant to me: friendships."

Daniel also was referred to Children's Rehabilitation Service, which has assisted with care coordination and equipment, such as a wheelchair and



Amanda Hallett kisses her son, Daniel.

a bath system. He and his family attend neurology, orthopedic, and seating and positioning clinics.

"Having CRS here makes things really easy," Amanda said. "You just go to one place. It's more convenient."

Timothy and Amanda credit EI and CRS for Daniel's progress – limited though it may be. And his father sees a larger reason behind all that has happened to their son.

"I know now that there's a purpose for Daniel," he said. "He might not be able to throw a ball or tell Mama or Daddy he loves them, but I believe that his life and his story will change so many things in this world."

Amanda Hallett, holding Skylar Grace, her youngest child, smiles at her son, Daniel.



Timothy Chastain shows off a football signed for Daniel by former University of Alabama coach Mike Shula.



Partners in Success

Daniel Chastain and family
Alabama's Early Intervention System
Children's Rehabilitation Service
The H.O.P.E. Project



Ty works on a lesson with his first-grade teacher at DeArmanville Elementary School.

Only recently has Dorothy Fonfield been able to get a full night's rest. But insomnia wasn't the cause of her sleepless nights. It was her young grandson, Ty. He never seemed to sleep.

"Some nights, I'd turn over and he'd be standing over me," she said. "I'd put him back to bed, and a few minutes later he'd be standing over me again. 'I wanna turn on my TV. I wanna play.' Twenty-four hours a day. Play, play, play. All day, everyday."

And sleeplessness wasn't his only problem. He was verbally abusive, aggressive, uncontrollable.

"He wouldn't mind me; he wouldn't sit still," said his grandmother. "He had temper tantrums, cussed me out, tore up the house. He'd get mad and jump on his brothers. There wouldn't be anything I could say to him. Then later on, he'd apologize. And then the next hour he'd be back doing the same thing."

Doctors were stumped. They told her it was the "terrible 2's," but the behavior continued well beyond his third birthday.

"It was like he was 10 kids in one," said his grandmother.

When he reached school age, the problems persisted. He was never able to stay in class long enough to learn; his attendance was sporadic.

Finally, exhausted and exasperated, his grandmother took the youngster to the local mental health center, where she was referred to the Children's Rehabilitation Service office in Anniston. CRS workers immediately recognized that Ty's problem was neurological, not behavioral.

"You look at this child and look at his environment and it's obvious that it's not a behavioral issue," said Wanda Ross, a social worker in the Anniston office.

Ty was referred to the CRS neurological clinic. After an EEG, the neurologist there offered Ms. Fonfield an explanation for her 7-year-old grandson's erratic behavior: psychomotor epilepsy frontal lobe seizures. He prescribed several medications to get the seizures under control. That was March 2006.

Partners in Success

Ty Fonfield and family
Children's Rehabilitation Service
DeArmanville Elementary School

Future Partner:
Vocational Rehabilitation Service
(for education or training, employment assistance)

By fall 2006, he was "absolutely a different child," Wanda said. For the first time, he was able to get a full night's sleep, was excited about school, and was able to settle down at home. And though the untreated epilepsy resulted in some delays, Wanda is confident the young man will catch up to his peers.

"We've seen such a big change in him in such a short time," she said.

Ty's grandmother, meanwhile, is grateful for Wanda and CRS. And a good night's sleep.

"Without them, I wouldn't have gotten this far," she said. "I would've given up. I prayed, and I cried and prayed, and God heard my prayer. I can get a little more sleep now."



Ty proudly shows off some of his artwork to CRS Social Worker Wanda Ross.

Like any other teen-ager, Tyler Churchwell longs for independence. He longs to drive, go to college, live on his own.

The problem is, Tyler isn't like any other teen-ager. He has transverse myelitis, a neurological disorder caused by inflammation of the spinal cord that significantly limits his use of his arms and hands.

But independence is possible for Tyler because of Vocational Rehabilitation Service and Cherlyn Thomley, his rehabilitation counselor.

"Back in middle school, when I was thinking about going to college, I was worried about how that would work out, and if I was going to be able to go to college at all," said the 17-year-old. "Now that I see there are people to help me, it's just opened up my horizons. It gives me confidence that I can reach my goals."



Tyler asks a question in class at Thompson High School.



Because of his limited functioning in his arms and hands, Tyler has learned to write with his foot.



Tyler demonstrates the equipment on his new Honda Element.

Tyler was 15 when Laura Hendrick, his case manager at Thompson High School, referred him to VRS.

The initial contact was made to seek VRS' assistance with modifying a vehicle so that Tyler could drive. Soon, though, Hendrick discovered that VRS could assist with more than that. Much more.

The primary focuses, though, have been improving Tyler's independence at home and preparing him for college. VRS rehabilitation technology specialists Michael Papp and Bynum Duren have been working on making his home more accessible. They've recommended devices to help him dress himself, a new ramp leading to his home, and a remote control for the front door.

Cherlyn, meanwhile, has already contacted Auburn University's Disability Support Services and is working with Michael and Bynum and the State of Alabama Independent Living (SAIL)/Homebound Service to assure he has what he needs once he reports to campus in August 2007. Hendrick also found that VRS was a help to her – giving her access to resources and

expertise that she didn't realize existed.

"There are so many things that I didn't know that Voc Rehab offered until after I referred Tyler," she said.

Since the referral, she said, there has been a big change in the young man. "He's gained confidence since VR has been involved," she said. "He's learned to assert himself more and I think that's because he realizes that there is help out there. Tears come to my eyes to think that that world is being opened to him."

As for Tyler, he intends to exceed everyone's expectations.

"I try to go past the limits that people set for me. Some people say, 'You can only do this,' but I've always said, 'I can do better.'"

Partners in Success

Tyler Churchwell and family
Vocational Rehabilitation Service
State of Alabama Independent Living
(Homebound)
Thompson High School
Auburn University



Kenji visits with some bandmates during a break from marching band rehearsal.

For Liza Jones, Ginger Brannon is a woman who can get things done. Ms. Jones knows that if she needs any help for her nephew, Kenji, she can call Ginger, who is the office coordinator for the Children's Rehabilitation Service office in Opelika.

"If it's me, I stay on the phone a long time, but Miss Ginger can get things done faster," she said. "That takes a load off my shoulders."

Through the years, there has been

a lot to do for Kenji, who uses a wheelchair because of spinal muscle atrophy and scoliosis. And for Ms. Jones, CRS has been a lifesaver.

"I don't know how I would've done it without CRS," she said. "They know about resources I don't know about. If I need anything, I call them."

Since the 17-year-old was referred to CRS as an infant, he has attended neurology, seating and positioning, and orthopedic clinics; and received assistance with equipment, such as wheelchairs, a Hoyer lift, a bath chair, and a hospital bed.

In addition to CRS' assistance, Kenji and his family also have received overwhelming support from the Chambers County School System, which is committed to helping the teen participate in after-school activities.

In fact, Kenji is a proud member of the drumline of the Valley High School marching band.

As far as Band Director Shannon Chandler is

Partners in Success

Kenji Jones and family
Children's Rehabilitation Service
Vocational Rehabilitation Service
Valley High School

concerned, it's the right thing to do.

"We don't look at this as a big deal because it's not a big deal," said Mr. Chandler. "The school system wants every kid to participate who wants to participate."

Kenji attends every game, including road games. School officials provide an accessible bus and an aide who travels with Kenji to assist as needed. Though an accessible bus that can accommodate the entire band is more expensive, Mr. Chandler believes it's important that Kenji travels with the other band members, not alone.

"I thought about it, and I realized he would be separated from the other kids," he said. "I called around and found a bus company with a bus that would carry everyone. That bus costs more, but the band boosters didn't miss a beat. They said, 'That's the bus we want. If we can get it, we want it, even though it's more expensive.' When we put him on that lift, he had the biggest grin on his face. Anybody would've written the check for the extra expense. I would have."

As for Kenji — he's enjoying his senior football season and his time on the drumline, but he's looking ahead to life after high school. He's been referred to Vocational Rehabilitation Service and hopes to go on to college and then pursue a career in graphic design.

And his advice for other young people in wheelchairs is simple: Get out there and go. "Do it. It's a lot of fun."



Kenji, decked out in his band uniform, talks with a classmate at a Valley High School football game.

Tears flow freely when Vivian Jackson talks about her oldest son, Anthony. Some days all she can think about is what might've been, what he might've done if he didn't have limb girdle muscular dystrophy.

She first noticed a change in the young man when he was 13. He didn't want to participate in outings with the family as much. At first, she blamed adolescence. "I thought, 'He's becoming a teen-ager. He doesn't want to get dirty.'"

Anthony, meanwhile, was noticing little things. He was running slower. He couldn't get up as quickly. He tired out easily. Then he began losing weight. His mother took him to a doctor, who diagnosed the muscular dystrophy.

For the first few years following his diagnosis at 13, Anthony had difficulty with his mobility, he was slow to get up, his hands were weak, and he was easily fatigued. But he could still walk.

At the beginning of his senior year at Houston County High School, however, his condition began to worsen. It became obvious that – for his own safety – he would need a wheelchair to get around.

That's when school officials approached Jennifer Robinson, a transition counselor in the Dothan Vocational Rehabilitation Service office who had been working with Anthony since the young man was 14.

"They came to me and said, 'We need some more help with Anthony,'" Jennifer said.



Anthony and his mom pose for a picture with Anthony's ADRS 'team' – Paula Wiggins, Michele Stephenson, and Jennifer Robinson.



Anthony shows off one of his pieces of artwork that is on display at Houston County High School.

After evaluating the situation, Jennifer contacted Paula Wiggins, a Children's Rehabilitation Service social worker, and Michele Stephenson, an independent living specialist with the State of Alabama Independent Living (SAIL)/Homebound Service.

The team immediately went to work.

Paula got him into neurology assessment clinic, where he received a prescription for a motorized wheelchair and a recommendation for a computer system with voice recognition software to reduce typing. CRS is assisting with the purchase of the wheelchair, while VRS will acquire the computer system for use at school and, later, college. He also has attended CRS' genetics and neuro-ortho clinics.

Michele performed an independent living assessment and began exploring resources to help the family acquire bathroom equipment and other items to make him more independent at home.

The entire team will also work to ensure that Anthony's dream of studying art at Troy University becomes a reality.

His mother, though still saddened by her son's condition, sees more possibilities for Anthony because of ADRS. "They're a good support system," she said. "I needed that assistance because I didn't know what



Anthony shares a laugh with one of his teachers at Houston County High School.

to do. They're real good people. They work hard."

In the meantime, Anthony is looking forward to college – despite his mother's concerns about him leaving home.

And how does he calm her fears?

"I say, 'I'll come visit.'"

Partners in Success

Anthony McKiseth and family
Children's Rehabilitation Service
Vocational Rehabilitation Service
State of Alabama Independent Living
(Homebound)
Houston County High School

The new kindergarten teacher at Floyd Elementary School in Montgomery is not much taller than her pupils. Despite that, it's clear Jennifer Thomas is in charge.

In her first full year as a teacher, the 23-year-old has high expectations for those in her class. And why not? She expects a lot from herself.

Born with a limb malformation known as "radial club hands" that limits her functioning, Jennifer has never been one to allow her disability to deter her from her goals. "I've always wanted to be able to do for myself," said the young woman. "I've always wanted to be able to do as well as others, if not better."

Whereas most people have childhood memories of learning to ride a bicycle or taking swimming lessons, Jennifer's earliest memories are of visits to the Children's Rehabilitation Service clinic in Montgomery, where she attended orthopedic clinic and received occupational and physical therapy. She also has vivid recollections of wearing a cast after one of the seven CRS-sponsored surgeries that were required to relieve pain and improve her dexterity.

With time, she learned to adapt to her limitations, even using her feet to perform some tasks – something she still does today. "If I try to reach with my hands, I'm basically on the floor by the time I get close enough to pick something up. So, I've learned to use my feet and toes instead," she said.

She attributes her healthy attitude toward her disability to her



Jennifer teaches reading to her kindergarten class at Floyd School in Montgomery.



Jennifer spends some one-on-one instructional time with one of the kindergartners in her class at Floyd.

grandmother, who urged her mother to treat Jennifer like any other child. "My mother was young and was nervous and unsure how to care for me," she said. As Jennifer aged and began to assert her independence, she and her mother sometimes clashed.

"I was stubborn and I wanted to do what everybody else did, just like any other child, and she was a fearful parent who was worried I would break something. And I was like, 'I don't care.' So we bumped heads a lot," she said.

After graduating from high school, she enrolled at Alabama State University. While she was there,

Vocational Rehabilitation Service assisted with tuition and books.

These days, the department's Lakeshore Rehabilitation Facility in Birmingham is helping Jennifer take another step toward independence: driving. Lakeshore's driving specialist will teach her to operate her brand-new Hyundai Sante Fe, which has been modified to allow her to drive.

Jennifer has nothing but praise for the services that have helped her and thousands of other people with disabilities become more independent.

"These are programs that affect people's lives in a positive way," she said. "And those services shouldn't be overlooked because they are so important and have such an impact on people's lives."



Jennifer reads a book to her kindergarten class.

Partners in Success

Jennifer Thomas
Children's Rehabilitation Service
Vocational Rehabilitation Service
Floyd Elementary School

Though she was born with a hereditary eye condition that left her legally blind, 46-year-old Carla Davis's parents determined early on that their daughter would not be sent away for school, but would be educated alongside sighted peers.

"They felt very strongly that I needed to be home with my family," she said. She attended public schools and worked with a resource teacher who assisted her and her blind classmates.

"There wasn't much 'mainstreaming' in those days," she said, "but the other students accepted me for who I was. They didn't think of me as being blind, I don't think."

Later, she enrolled at Samford University, where she learned about Vocational Rehabilitation Service, which provided financial assistance. "Throughout college, I only had one textbook in Braille – a calculus book," she said.

Despite that, she graduated in 1984 with a bachelor's degree in communications.

She then began a four-and-a-half year



Carla goes into the Public Relations Department at Alabama Power.

search for employment.

"People simply didn't want to hire a person who couldn't see," she said. "To get all of those rejections was frustrating and sometimes depressing. There were tears. Lots of tears."

In the interim, she stayed busy. She hosted a weekly interview show for the Alabama Radio Reading Service Network. VRS sent her to typing and professional fashion classes. Finally, in 1988, she landed a clerical position at Alabama Power.

VRS, in keeping with its longtime partnership with Alabama Power, worked with the company to assure Carla had the appropriate accommodations, including a Braille printer and speech output software. VRS also provided training to orient her to her new worksite and offered disability etiquette classes for her coworkers.

"VR helped me to get the things that I needed to get started," she said. "They also acted as a go-between for me and the company."

She moved into her current writing position in 1997. Since then, she has added other assistive technology to her collection, including a Braille Note note taker, a scanner and scanning software.

She has nothing but praise for the technology that has helped her – "The internet was the best thing to ever happen to blind people" – and for the strong partnership between her employer and Vocational Rehabilitation Service.

"VR helped set me up," she said. "After that, Alabama Power took over, and they have been wonderful."



Carla uses her Braille Note note taker, one of several pieces of technology that assist her at work.



Carla conducts an interview from her desk at Alabama Power.

*Partners
in Success*

Carla Davis
Vocational Rehabilitation Service
Alabama Power Company



Kenneth visits with Leslie Dawson, a vocational rehabilitation counselor/employer development coordinator in the Tuscaloosa VRS office.

During his last month in Iraq, Army National Guard Sgt. Kenneth Lewis' home was a tent near the Syrian border. "You stayed in a tent or you stayed in a bombed-out Iraqi guard building," he said. "My house was a tent. We had mortars coming in every evening or every other evening. They bombed a mess hall – it was on the news – that was about 300 yards from where my bed was."

The trauma of that bombing and his stay in Iraq still reverberates three years later. When he was sent back to



Kenneth uses a stool that he can lower and raise to keep him from having to bend or stand for long periods.

the states in December 2003 – less than a year after he was deployed – Kenneth expected to be home with his family within a matter of weeks. But his physical condition wouldn't allow it.

While in Iraq, he had been bitten by a sand fly, requiring a monthlong course of chemotherapy. The more-lasting injury, however, was sustained when he fell flat on his back from a semi-trailer truck. From December 2003 until March 2005, his home wasn't a tent in Iraq, but a room in the barracks at Fort

Benning, Georgia. Already plagued by post-traumatic stress disorder (PTSD), his physical condition, the uncertainty of his situation and the separation from his family drove him deeper and deeper into despair and depression. "I was miserable – flat miserable," he said.

When he was finally released from Fort Benning in March 2005, he turned his attention to his work situation. Before his deployment to Iraq, Kenneth had worked as a plumber at Druid City Hospital in Tuscaloosa, but the hospital wouldn't allow him to return to work until he had a medical release from the Army – a process that would require at least six more weeks at Fort Benning. Uncertain what to do, he contacted Leslie Dawson, a rehabilitation counselor/employer development coordinator in the Tuscaloosa VRS office. She in turn contacted her counterpart in the Vocational Rehabilitation and Employment Program at the Department of Veterans Affairs. Within a few days, Kenneth had received the OK to



Kenneth Lewis uses his 'toilet caddy' to remove a toilet.

return to work. Despite that, the 46-year-old was skeptical that he would be able to go back to his old job. His back injury, along with a degenerative bone disease, severely limited his ability to lift heavy objects and walk without assistance.

Again, Leslie was there. She consulted a rehabilitation technology specialist, who recommended a list of devices, including a scooter for improved mobility, a portable scaffolding for overhead work, a table with a hydraulic lift for heavy lifting, and a "toilet caddy" for removing and carrying toilets for repair. The cost of the accommodations was split between VRS and the VA.

These days, Kenneth is often seen zooming around the hospital grounds on his scooter, which he's decorated with a "Harley Davidson" sticker. He's glad to be working, glad to be back to a normal routine, glad to be home.

"It's good to have somewhere to get up and go in the morning and to be able to provide for my family" he said.

*Partners
in Success*

Kenneth Lewis
Vocational Rehabilitation Service
Department of Veterans Affairs

The year that Richard Wain first went to live in a nursing home, Alaska and Hawaii joined the Union as the 49th and 50th states, Fidel Castro became the premier of Cuba, and Lee Petty won the first Daytona 500. Songs by Frank Sinatra, Bobby Darin, and Patsy Cline topped the music charts. The year was 1959, and Ricky was 6 years old.

Forty-six years later, the Gadsden man, who has severe cerebral palsy, still lives in a nursing home. But he dreams of independence. Renee Hathcox, an independent living specialist with the State of Alabama Independent Living (SAIL)/Homebound program, hopes to make that dream come true.

She met Ricky in 2004, when the Independent Living Center in Birmingham referred him to SAIL.

After performing an independent living assessment, Renee determined Ricky wasn't able to communicate effectively, feed himself, or attend to basic grooming activities, much less live independently.

"The first job was to make him more independent where he is," she said. She recommended medication to give him more control of his hands and arms. She arranged for an occupational therapist to work with him on feeding and dressing skills. She also was concerned about the suitability of his battered wheelchair, so she called in Billy Ronilo, a Children's Rehabilitation Service physical therapist, and Bynum Duren, a Vocational Rehabilitation Service rehabilitation technology



Bynum Duren, Lora Chatmon, and Renee Hathcox look on as Ricky uses his augmentative communication device.

specialist, who recommended a new motorized wheelchair. She contacted his church and its members agreed to buy and donate the chair.

To address his difficulties with communication, Renee referred Ricky to the Children's Rehabilitation Service Augmentative Communication Technology (ACT) Clinic in Anniston, where CRS Speech Pathologist Lora Chatmon and Bynum assessed him and recommended a device that would allow Ricky to communicate more effectively. Renee then found two local organizations that were willing to

purchase the device for Ricky.

Today, for the first time, he has a voice.

"I'm Ricky Wain, from Gadsden, Alabama," he says, using his new device. "I live at Northside Healthcare."

With his improved independence, Ricky is focusing on an education. He enrolled in a psychology course at Gadsden State Community College in the fall. His long-term goal is "to operate a home for people like me."

Suddenly, independence doesn't seem so far away.



Ricky types out a sentence on his new aug comm device.

Partners in Success

Ricky Wain
State of Alabama Independent Living
(Homebound)
Children's Rehabilitation Service
Vocational Rehabilitation Service



CRS Speech Pathologist Lora Chatmon talks with Ricky about his device.

Alabama's Early Intervention System



Alabama's Early Intervention System (AEIS) coordinates a statewide system of services and supports for infants and toddlers with a delay in a major area of development or a condition that has a high probability of resulting in delay.

With the assistance of eight other state agencies working through the Interagency Coordinating Council (ICC), community service providers and the families of children served by AEIS, the system provides a coordinated, community-based, family-centered system of services.

The early intervention system was created as an important first step to ensuring that all children start school ready to learn. AEIS staff members begin early to encourage families who have young children with delays to become involved in community activities that already exist for young children, if possible. Providing early intervention for infants and toddlers in

their "natural" environments is a very important part of their learning process. In home and community settings, such as child-care centers, mother's-day-out programs or city parks, youngsters with disabilities are able to become involved in activities with their nondisabled peers. AEIS works together with families, community organizations, and public and private service providers to help with development.

To be eligible for Early Intervention services, a child must be younger than 3 years old and exhibit a 25 percent or greater delay in one or more of the five developmental areas (cognitive, physical, adaptive, social/emotional, speech/language) or have a diagnosed condition that has a high probability of resulting in developmental delay.

Infants and toddlers may be referred to AEIS by calling the toll-free Early Intervention Child Find hotline, 1-800-543-3098 (En Español 1-866-450-2838).

Program highlights

Early Intervention Services

- Provided services to 4,912 infants and toddlers and their families in FY '06
- Provided funding with technical assistance, support and monitoring to more than 50 local community Early Intervention programs and service coordination agencies statewide to ensure compliance with state and federal regulations

Early Intervention and Accountability

• Implemented a federally required six-year State Performance Plan which outlines specific data-driven goals and action steps to document evidence of progress/slippage. In FY 2005, Alabama submitted to the U.S. Department of Education, Office of Special Education Programs a comprehensive data report with targets to address goals stipulated in the State Performance Plan. Alabama has been working to achieve these data-based goals. This report is a public document that can be found on the ADRS website (www.rehab.state.al.us) for review by families, providers and other interested individuals.

• Developed a Child and Family Outcomes System. AEIS collects developmental data upon a baby's entry into AEIS and again upon exit to measure a child's progress over time. AEIS is tracking the percentage of children who demonstrate improved positive social emotional skills; acquisition



and use of knowledge and skills; and use of appropriate behaviors to meet their needs. AEIS is also collecting data on the percentage of families in AEIS who report that AEIS helped their family, know their rights, effectively communicate their child's needs and help their children develop and learn.

• Continued to maintain a high level of compliance with federal and state rules and regulations in more than 50 Early Intervention programs through an effective monitoring process.

• Revised the monitoring document and family satisfaction survey to address changing federal reporting requirements and concerns brought to ADRS by families.

• Began developing "Report Cards" for Early Intervention programs to be posted on our website based on progress towards state performance goals and monitoring and supervision results.

Early Intervention and Collaboration

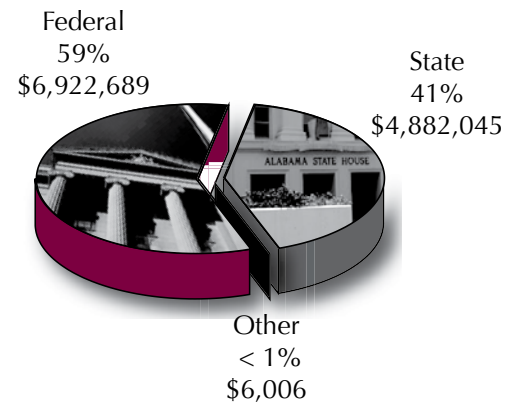
• Implemented, along with the Alabama Medicaid Agency, a mechanism to allow Medicaid coverage for many Early Intervention services. More than 100 individuals were trained in this new initiative. Billing began in late March 2006 and providers have been supported through ongoing technical assistance and regular email updates. Informal collaborative (ADRS/EI and Medicaid) audits began in September 2006 to assure compliance with EI and Medicaid requirements.

• Continued collaboration with the State Department of Education in implementing the State Improvement Grant. AEIS has trained numerous

EI by the numbers

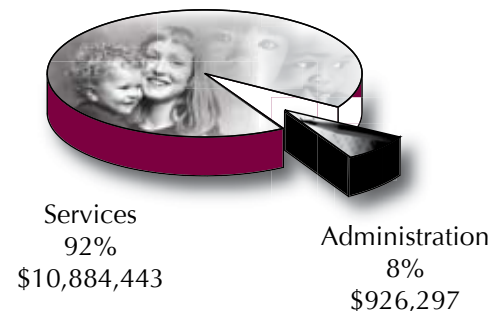
Source of Revenue

\$11,810,740



Use of Revenue

\$11,810,740



providers across the state in effective techniques to work with children with autism. Direct technical support was offered to families in the area of autism. Extensive training was also provided for individuals to become qualified special instructors to deliver services within AEIS.

	2003	2004	2005	2006	2007*
Referrals	3,450	3,849	4,286	4,439	4,450
Eligible	2,036	2,065	2,419	2,509	2,450
Served	4,162	4,351	4,640	4,912	4,820

* Projected based on FY 2007 funding

Alabama's Early Intervention System

Program locations

In FY 2006, these Early Intervention programs provided supports and services to eligible families in the counties surrounding the city listed.

– ANNISTON

- ARC of Calhoun and Cleburne County
- East Central Alabama UCP Center, Inc.

– ANDALUSIA

- South Central Alabama Mental Health/Mental Retardation Board, Inc.

– AUBURN/OPELIKA

- Alabama Institute for Deaf and Blind, Region VI
- Project AIM

– BIRMINGHAM

- Alabama Institute for Deaf and Blind, Region III
- ARC of Jefferson County, Inc.
- Central Alabama Therapy Services, LLC
- Children R Us
- Children's Health System Early Intervention Program
- UAB Sparks Early Intervention
- UCP of Greater Birmingham (Hand in Hand)

– CULLMAN

- Cullman County Center for Developmentally Disabled, Inc. (Todd's Club)

– DECATUR

- Early Childhood Services of Centers for the Developmentally Disabled (CDD)
- North Central Alabama Mental Retardation Authority

– DOTHAN

- Alabama Institute for Deaf and Blind, Region VIII
- Dothan-Houston County Mental Retardation Board, Inc. (Vaughn Blumberg Center)

– DUTTON

- Twin Acres Early Intervention

– EUFAULA

- Families and Babies, Playing and Learning

– FLORENCE

- Alabama Institute for Deaf and Blind, Region I

– GADSDEN

- UCP of Greater Birmingham (Hand in Hand)

– GUNTERSVILLE

- Marshall/Jackson Mental Retardation Authority

– HUNTSVILLE

- Alabama Institute for Deaf and Blind, Region II
- ARC of Madison County
- Madison County Mental Retardation Board
- UCP of Huntsville and Tennessee Valley

– JASPER

- ARC of Walker County

– LOXLEY

- UCP of Mobile (Sunrise Program)

– McINTOSH

- UCP of Mobile (New Journey)

– MOBILE

- Alabama Institute for Deaf and Blind, Region IX
- Goodwill Easter Seal-Gulf Coast
- Gulf Coast Therapy Early Intervention
- UCP of Mobile (Project Special Delivery)

– MONROEVILLE

- Southwest Alabama Mental Health/Mental Retardation Board, Inc.

– MONTGOMERY

- Alabama Institute for Deaf and Blind, Region VII
- Children's Center of Montgomery, Inc. (PPEI)
- The H.O.P.E. Project
- Montgomery Area Services for Persons with Mental Retardation
- Project Wiggles and Giggles
- UCP of Greater Montgomery (Horizon)

– MUSCLE SHOALS

- Shoals Committee on Programs and Employment for Mental Retardation 310 Authority (SCOPE)

– ONEONTA

- UCP of Greater Birmingham (Blount County)

– OZARK

- Vivian B. Adams Early Intervention

– PELHAM

- Shelby County ARC/Kids First

– PELL CITY

- UCP of Greater Birmingham (St. Clair County)

– PRATTVILLE

- ARC of Autauga/Western Elmore County (EIEIO)

– RAINSVILLE

- UCP of Greater Birmingham (Hand in Hand)

– ROBERTSDALE

- The MR/DD Board of Baldwin County

– SCOTTSBORO

- Marshall/Jackson Mental Retardation Authority

– SELMA

- Cahaba Center Early Intervention

– SHEFFIELD

- UCP of Northwest Alabama

– TALLADEGA

- Alabama Institute for Deaf and Blind, Region IV
- Burton Developmental Center

– TROY

- UCP of Mobile (Bright Beginnings)

– TUSCALOOSA

- Alabama Institute for Deaf and Blind, Region V
- Community Service Programs of West Alabama, Inc.
- RISE Program

– TUSCUMBIA

- Alabama Institute for Deaf and Blind, Region I

– VALLEY

- Valley Haven School

– WYNFIELD

- Tri-County MRDD

Office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, AL 36116
334-215-5043,
1-800-499-1816 (TTY)
334-215-5046 (fax)

Child Find Hotline:

1-800-543-3098

www.rehab.state.al.us

BIRMINGHAM

P.O. Box 19888
234 Goodwin Crest Drive, 35209
205-290-4550, 1-888-430-7423
205-943-9302 (fax)
Counties: Cullman, Jefferson,
Shelby, Walker

DOTHAN

795 Ross Clark Circle
P.O. Drawer 1627, NE, 36302-1627
334-699-6600, 1-800-677-9123
334-702-8442 (fax)
Counties: Barbour, Butler, Coffee,
Conecuh, Covington, Crenshaw, Dale,
Geneva, Henry, Houston

HUNTSVILLE

3000 Johnson Road, 35805-5847
256-650-1702, 1-800-283-9352
256-650-1790 (fax)
Counties: Colbert, Franklin, Jackson,
Lauderdale, Lawrence, Limestone,
Madison, Marion, Marshall, Morgan,
Winston

MOBILE

1610 Center St., Suite A, 36604
251-439-7890, 1-800-879-8163
251-432-8632 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe,
Washington

MONTGOMERY

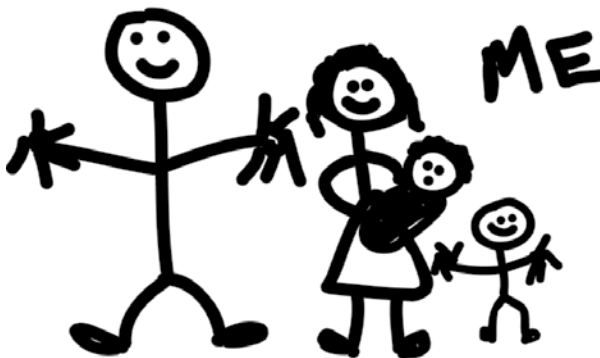
2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7607
334-613-3541 (fax)
Counties: Autauga, Bullock, Chambers,
Chilton, Coosa, Elmore, Lee, Lowndes,
Macon, Montgomery, Pike, Randolph,
Russell, Tallapoosa

TALLADEGA

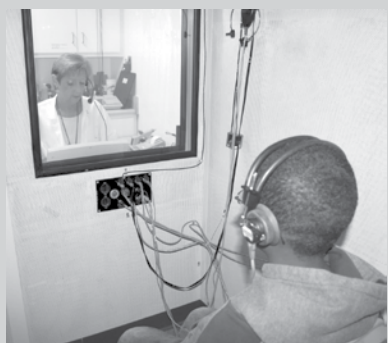
7 Bemiston Ave., 35160
256-362-5832, 1-800-947-7140
256-362-6941 (fax)
Counties: Blount, Calhoun, Cherokee,
Clay, Cleburne, DeKalb, Etowah,
St. Clair, Talladega

TUSCALOOSA

1110 Sixth Ave., East, 35401
205-759-1279, 1-800-723-0490
205-344-4072 (fax)
Counties: Bibb, Dallas, Fayette, Greene,
Hale, Lamar, Marengo, Perry, Pickens,
Sumter, Tuscaloosa, Wilcox



Children's Rehabilitation Service



Children's Rehabilitation Service provides medical, evaluation, and care coordination to children with special health care needs in homes, schools and other community settings. In addition, CRS collaborates with local school systems to provide consultation for assessment, evaluation, therapy services, and assistive communication devices, helping children with special health care needs to participate more fully in school.

- **Information and referral:** links families to community resources and services
- **Clinical evaluation:** identifies the unique needs of a child with feeding problems, communication challenges or special diagnostic needs
- **Clinical medical:** operates specialty clinics throughout the state
- **Patient/family education:** provides information necessary to carry out treatment regimens and to make informed choices about services
- **Care coordination:** assists the child and

family in identifying, accessing and utilizing community resources to effectively meet their individual needs

- **Parent Connection:** provides a network of family support
- **Youth Connection:** facilitates youth involvement with policy development and decision-making

Services are available to any Alabama resident with special health care needs who is younger than 21, while consumers with hemophilia are eligible for services into adulthood. Families can receive services regardless of their income. Financial participation is on a sliding scale, based on each family's needs and resources.

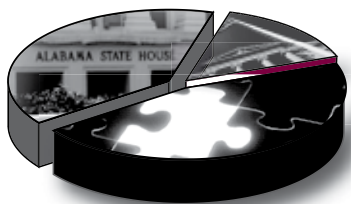
Treatment options vary, ranging from clinical interventions and medication to specialized equipment and therapy services.

Fifteen community-based offices provide a team approach, bringing together health care specialists from many fields to provide services tailored for each individual family.

CRS by the numbers

Source of Revenue \$24,987,594

State
39%
\$9,860,324



Federal**
15%
\$3,723,752

Other*
46%
\$11,403,518

* Medicaid, insurance reimbursements; ** Federal grants

Use of Revenue \$24,987,594

Administration
10%
\$2,550,091



Services
90%
\$22,437,503

Program highlights

Children's Rehabilitation services

- Served 10,532 children and youth with special health care needs through the CRS clinical programs.
- Purchased health care and related services for 1,496 children and youth with special health care needs who had no insurance.
- Provided expanded services to 398 children with traumatic brain injury.
- Implemented a computerized medical record system to enhance care coordination and maintained a formulary for pharmaceuticals.
- Served 437 infants and school-age children through collaboration with Alabama's Universal Newborn Hearing Screening Program and local school systems by providing hearing screening, ongoing monitoring, and referral for intervention for infants who failed initial hospital testing or had risk factors for late-onset hearing loss and for children who had hearing concerns identified in the classroom. This represents nearly a 130 percent increase over the number served in FY 2005.

Children's Rehabilitation and education

- Assisted teachers in educating children with special health care needs by providing more than 2,351 visits by nurses, social workers, audiologists, nutritionists, and physical therapists to local school systems.
- Educated teachers, career tech and vocational/tech school professionals on methods for helping students with disabilities in the classroom.
- Provided disability expertise to school nurses statewide regarding children with special health care needs.
- Provided expertise and assistive technology, including digital



Growing with the future

- Number of children served: 10,532
- Number of new children served: 1,815
- Number of encounters with physicians, dentists, staff: 82,849
- Information and referral calls: 5,623
- Number of service encounters in hemophilia program: 2,848
- Number of clinic visits: 14,279

programmable hearing aids, to students and teachers in Alabama school systems to assist children with disabilities in the classroom.

- Provided free equipment repair and refurbishing prior to the start of the school year for children with special health care needs in Birmingham, Jackson, Mobile, Montgomery, and Muscle Shoals.

Children's Rehabilitation and transition

- Hosted three Youth Power self-determination workshops and a workshop targeted to teen-age girls with disabilities and their mothers focusing on issues important when entering young adulthood.
- Participated in the implementation of the ADRS Continuum in Transition, an interdepartmental initiative to promote transition services for youth with special health care needs.
- Played host to the first in a series of transition expos for youth with disabilities. The "Information Explosion," held in Huntsville, was attended by more than 300 people and featured a full day of speakers and networking opportunities for youth, families, educators, and local service

providers.

- Expanded Teen Transition Clinic to three sites statewide to promote healthy transitions to all aspects of adulthood for youth with special health care needs through multidisciplinary evaluations and assistance in long-term planning.
- Sponsored a state youth consultant to provide youth input into our program and supported her participation on the national board of KASA (Kids as Self Advocates), a project of Family Voices.

Children's Rehabilitation and collaboration

- Convened six groups of key stakeholders to develop and implement Alabama's 2010 Action Plan for Children and Youth With Special Health Care Needs to address national outcome measures related to accessing an organized system of care, family-professional partnerships, medical homes, early screening, adequate insurance coverage and transition services.
- Participated in Medicaid's Oral Health Coalition to improve access and reimbursements for children's dental needs.
- Presented CRS programs through 224 public awareness contacts with 6,285 Alabamians.



CRS services

- Service coordination
- Physical therapy
- Speech/language therapy
- Occupational therapy
- Hospitalization/surgery
- Social work services
- Patient education/
Parent Resource Centers
- Nursing services
- Nutrition counseling
- Assistive technology
- Low-vision services
- Medical services
- Audiological services
- Special dental
and orthodontic services
- Laboratory testing
- Medication

Hemophilia Program

The Alabama Hemophilia Program (AHP), established in 1975, is administered by the Children's Rehabilitation Service division of the Alabama Department of Rehabilitation Services.

The purpose of AHP is to provide access to comprehensive, multidisciplinary care to ensure optimal outcomes for Alabamians with hemophilia and related bleeding disorders.

The major types of this hereditary disease, which affects predominantly males, are hemophilia A (factor VIII deficiency) and hemophilia B (factor IX deficiency), diagnosed as being mild, moderate or severe.

In addition to serving people who have hemophilia, AHP provides services to people with other bleeding disorders. The most common of these is Von Willebrand disease, a condition that affects women as often as it affects men.

The AHP service area covers the entire state. Three-fourths of the

population attend clinic at the Birmingham Hemophilia Treatment Center, while the remaining one-fourth attend clinic at the Mobile Hemophilia Treatment Center.

The multidisciplinary team available through all components of the program includes board-certified hematologists, orthopedists, nurses, social workers, physical therapists, nutritionists, dentists, local parent consultants, and vocational rehabilitation counselors.

In addition to the Hemophilia Treatment Center, community-based services offered include care coordination, family support, client/family education, information and referral, home visiting, nursing care, nutritional assessment and counseling, and physical therapy evaluation and therapy as ordered.

In addition to funding received through the Alabama Legislature, AHP also receives a comprehensive care grant from the Maternal and Child Health Bureau totalling \$28,700.

hemophilia program by the numbers

- Served 304 people
- Served 38 uninsured participants
- Provided two Montgomery satellite pediatric clinics
- Provided 43 outreach programs to educate school personnel, health care professionals, patients and families
- Provided participants with approximately 2 million units of clotting factor for treatment, at a cost of nearly \$2 million

Office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-846-3697
1-800-499-1816 (TTY)
334-613-3553 (fax)
www.rehab.state.al.us

ANDALUSIA

1082 Village Square Drive, Suite 2,
36420
334-222-5558, 1-800-723-8064
334-222-1078 (fax)
Counties: Butler, Conecuh,
Covington, Crenshaw

ANNISTON

1010 Christine Ave., Suite 250, 36207
256-235-3050, 1-800-289-9533
256-238-9875 (fax)
Counties: Calhoun, Cherokee,
Clay, Cleburne

BIRMINGHAM

Homewood CRS
P.O. Box 19848
234 Goodwin Crest Drive, 35209
205-290-4550, 1-888-430-7423
205-290-4560 (fax)
Medical Center: 205-939-5900
Counties: Cullman, Jefferson,
Shelby, Walker

BIRMINGHAM TCH (The Children's Hospital)

P.O. Drawer 2328, 35201
1600 Seventh Ave. South, 35233
205-939-5900; 1-800-285-9318
205-939-5920 (fax)
Counties: Cullman, Jefferson, Shelby,
Walker (hemophilia and cystic fibrosis only)

DOTHAN

795 Ross Clark Circle, NE
P.O. Drawer 1627, 36302-1627
334-699-6600, 1-800-677-9123
334-702-8442 (fax)
Counties: Barbour, Coffee, Dale,
Geneva, Henry, Houston

GADSDEN

1100 George Wallace Drive, 35903
256-547-8653, 1-800-289-1353
256-547-3513 (fax)
Counties: Blount, DeKalb, Etowah

HUNTSVILLE

3000 Johnson Road, SW
35805-5847
256-650-1701, 1-800-283-9352
256-650-1780 (fax)
Counties: Jackson, Limestone,
Madison, Marshall, Morgan

JACKSON

1506 College Ave., 36545
251-246-4025, 1-800-283-8140
251-247-1890 (fax)
Counties: Choctaw, Clarke,
Monroe, Washington

MOBILE

1610 Center St., Suite A, 36604
251-432-4560, 1-800-879-8163
251-432-9013 (fax)
Counties: Baldwin, Escambia, Mobile

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-568-9034
334-284-6557 (fax)
Counties: Autauga, Bullock, Chilton,
Coosa, Elmore, Lowndes, Montgomery,
Pike

MUSCLE SHOALS

1450 E. Avalon Ave., 35661
256-381-1212, 1-800-285-9924
256-386-7338 (fax)
Counties: Colbert, Franklin, Lauderdale,
Lawrence, Marion, Winston

OPELIKA

516 W. Thomason Circle, 36801
334-749-8339, 1-800-568-8428
334-749-3530 (fax)
Counties: Chambers, Lee, Macon,
Randolph, Russell, Tallapoosa

SELMA

2906 Citizens Parkway
P.O. Box 750, 36702-0750
334-872-8422, 1-800-967-6876
334-872-3907 (fax)
Counties: Dallas, Marengo, Perry,
Wilcox

TALLADEGA

7 Bemiston Ave., 35160
256-362-9254, 1-800-947-7140
256-480-1472 (fax)
Counties: St. Clair, Talladega

TUSCALOOSA

1110 Sixth Ave., East
P.O. Drawer 2817, 35403-2817
205-759-1279, 1-800-723-0490
205-344-4072 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Pickens, Sumter, Tuscaloosa

Vocational Rehabilitation Service

Vocational Rehabilitation Service (VRS) provides specialized employment- and education-related services and training to assist teens and adults with disabilities in becoming employed. The largest division within the Alabama Department of Rehabilitation Services, VRS markets its trained, job-ready clients and a wide range of consultant services to Alabama's business community. The division offers specialized employment-related assistance to more than 47,300 adults and adolescents with disabilities each year. In addition, VRS works with middle schools, high schools, junior colleges and universities statewide to assist students with disabilities in receiving appropriate educational opportunities.

The types of services available through VRS are as varied as the people it serves and are designed specifically to meet the needs of each individual. Available through any of the 21 VRS offices statewide, services can include educational services; vocational assessment, evaluation and counseling; medical treatment; job training; assistive technology; orientation and mobility training; and job placement.



To be eligible for VRS services, individuals must have a physical or mental impairment that is a substantial impediment to employment and must be able to benefit from services in terms of going to work.

Employment is the goal for every VRS participant, regardless of age or disability. In fiscal year 2006, a record-setting 7,792 people with disabilities achieved their dream of employment, thanks to VRS services. VRS helps each person match his or her talents with the right career. Then, VRS links the person to its extensive network of employers through its Employer Account System.

VRS is a vast, coordinated network that creates a remarkable return on taxpayers' investment. For each dollar expended on a VRS consumer who becomes employed, \$20.69 is returned to the economy through employment.* And for Alabamians with disabilities, VRS represents much more than a monetary return. Employment means pride, dignity and independence – being empowered to achieve one's maximum potential.

*Source: U.S. Department of Education, Rehabilitation Services Administration



Specialty programs

Blind and Deaf Services

Rehabilitation teaching provides instruction in the use of adaptive techniques and equipment for people who are visually impaired; orientation and mobility specialists provide instruction in the use of compensatory skills and adaptive devices to enable people with visual impairments to travel independently; interpreters are available to assist those with hearing impairments in their job searches.

Business Enterprise Program (BEP)

Provides qualified blind individuals with job training and employment opportunities through the management and operation of snack bars, vending facilities, gift shops and cafeterias.

OASIS (Older Alabamians System of Information and Services)

Assists Alabamians 55 and older with vision loss in living more independently in their homes and communities.

Supported Employment

Assists Alabamians with the most significant disabilities, offering intensive on-site job training and support services including job coaches.

Transition Service

Helps high school students with disabilities to prepare for post-secondary education, employment and community living through employment training and support services.

Traumatic Brain Injury (TBI) Care Coordination

Assists persons with TBI and their families in preparing for the return to the community and assists with appropriate vocational rehabilitation services in preparation for entering or returning to school or the workplace.

Program highlights



economic need, resulting in a more consistent service-delivery process for services.

Vocational Rehabilitation and education

- Served 17,112 Alabama students with disabilities who were transitioning from school to work and rehabilitated 2,819.
- Continued to serve 75 school systems through joint funding of 80 full-time job coaches.
- Educated teachers, career technology and vocational/technology school professionals on means and methods of helping students with disabilities prepare for the labor market.
- Provided rehabilitation technology assistance to VRS consumers, educational personnel, and employers in order to move VRS consumers into competitive employment

Vocation Rehabilitation services

- Provided services to 47,310 Alabamians, including rehabilitation, education- and employment-related services.
- Assisted a record 7,792 Alabamians with disabilities in becoming successfully employed at an average wage of \$8.35 an hour.
- Successfully rehabilitated into employment 590 people on SSI (Supplemental Security Income) and SSDI (Social Security Disability Insurance).
- Return on investment: for each \$1 expended on successfully rehabilitating a consumer, \$20.69 was returned to the economy through his or her employment.*
- Continued the Welfare-to-Work grant, which helps welfare recipients with disabilities enter the world of competitive employment.
- Implemented a sliding fee scale for services contingent upon

Vocational Rehabilitation and collaboration

- Continued the Alabama Head and Spinal Cord Registry for Survivors of Spinal Cord and Traumatic Brain Injury in Alabama in conjunction with the Alabama Department of Public Health, the Head Injury Foundation, and the UAB Center for Injury Sciences.
- Continued involvement in Alabama's Career Center System by accepting referrals of people with disabilities and placing them into training and/or employment.

Vocational Rehabilitation and business

- Provided 7,573 disability management and employee placement services to Alabama businesses.
- Upgraded the statewide VRS Internet Job Bank system to allow

employers to view potential VRS job applicants for employment.

**Source: U.S. Department of Education, Rehabilitation Services Administration*

VRS by the numbers

Source of Revenue \$76,435,012

Federal
81%
\$62,340,225



Other*
4%
\$2,759,543

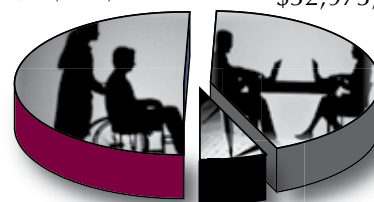
State
15%
\$11,335,244

*Social Security reimbursements

Use of Revenue \$76,435,012

Client Services
51%
\$38,582,228

Counseling and Placement
43%
\$32,973,653



Administration
6%
\$4,879,131

Vocational Rehabilitation Service



Blind Services Deaf Services OASIS

The Blind/Deaf section provides assistance to Alabamians statewide through its Blind Services, Deaf Services and OASIS (Older Alabamians System of Information and Services) programs. Services are delivered through a team of specialized professionals, partnerships with consumer organizations, and other state and private organizations that serve people who are deaf or blind.

In fiscal year 2006, VRS rehabilitation counselors for the blind and deaf served more than 5,499 individuals with significant vision or hearing disabilities through individual employment programs. These services assisted 1,131 individuals with significant visual and hearing impairments in entering the workplace.

In FY 2006, this section also:

- through its rehabilitation teachers for the blind, provided instruction to 1,854 individuals to allow them to function independently in order for them to pursue employment and other personal goals
- through its orientation and mobility trainers, provided 304 blind adults training on how to travel independently using a white cane
- through OASIS, provided instruction and services to 1,313 senior citizens who have age-related blindness to assist them in maintaining or gaining independent living skills to allow them to remain independent in their homes.
- developed collaborative agreements

and strategic partnerships that improve and expand services throughout the state. These organizations include the Alabama Institute for Deaf and Blind, the University of Alabama at Birmingham, Troy University, Jacksonville State University, Janice Capilouto Center for the Deaf-Easter Seal and the Mobile Association for the Blind.

- implemented, through a partnership with Children's Rehabilitation Service, a rehabilitation audiology program in Birmingham with plans to expand statewide over the next two years. This includes establishing a hearing aid recycling and loaner program.
- added a specialized VRS counselor to serve individuals who are both blind and deaf
- supported leadership development activities for blind and deaf high school and college students. These activities included college prep programs, leadership training, participation in mentoring activities and sponsorship of students to attend national and state conferences of Deaf and Blind consumer organizations.
- expanded summer work experiences for blind, deaf and deaf-blind multidisabled students.
- sponsored a two-day Technology Symposium for blind consumers of all ages in partnership with the Alumni Association of the Alabama School for the Blind and the Alabama Institute for Deaf and Blind.
- added a computer technology specialist to support the needs of blind employees of state agencies and support accessibility in one-stop career centers to expand inclusion of individuals with disabilities in the state workforce development system.
- installed video phones in VRS offices throughout the state to improve communication with deaf Alabamians.

Business Enterprise Program

The Business Enterprise Program (BEP) provides qualified blind individuals with job training and employment opportunities through the management and operation of small businesses that provide independence through self-employment.

The program provides self-employment for 130 blind vendors and licensees in vending machine facilities, vending routes, snack bars, cafeterias, washeterias, a gift shop, four military dining hall operations, and a Federal Food Service contract at Fort McClellan.

Alabama's BEP operates 100 vending machine locations, more than any program in the U.S.

While data for FY 2006 is being gathered, during FY 2005 Alabama's blind vendors employed 570 Alabamians, including visually impaired individuals, in various capacities in their businesses. In FY 2005, gross sales were \$28 million.

Projections from FY 2006 data indicate that the average annual earnings for Alabama's BEP vendors will increase for the eleventh consecutive year. Since FY 1995, individual annual earnings have increased from \$22,133 to \$37,547 in FY 2005, a rise of almost 70 percent. It is anticipated that average earnings in FY 2006 will be the highest in program history.

In FY 2006, BEP program representatives also:

- prepared 130 financial feasibility surveys of potential new business locations
- opened 29 new vending operations
- placed seven blind vendors in new business locations.

program highlights

Community Rehabilitation Programs

The Community Rehabilitation Program (CRP) network of mostly private, nonprofit organizations has been providing services to ADRS consumers for more than 70 years. This network of providers is located throughout Alabama. Services provided include individualized programming, vocational evaluation, case management, employability development, vocational and academic skills training, job placement, job coaching and job retention – all of which assist ADRS consumers in obtaining and maintaining employment.

The Alabama Department of Rehabilitation Services operates the Lakeshore Rehabilitation Center located in Birmingham. This CRP assists people with severe disabilities in achieving their dreams – whether they lead directly into employment, vocational training or college. Programs are based on the needs of the consumer, are individualized and may include vocational assessment to identify vocational skills, abilities and career goals. Lakeshore's College Preparation program and its services for individuals with specific learning disabilities are nationally recognized.

In FY '06, ADRS/Lakeshore:

- served more than 1,300 consumers and provided more than 1,700 programs
- continued to expand adaptive driving technology (ADT) services by putting another vehicle into service with adaptive driving technology
- partnered with Department of Public Safety to implement an enhanced licensing process for ADRS consumers who require equipment to drive independently
- further expanded Lakeshore services by adding a specialist designed to serve those individuals with severe disabilities who have unique needs. This staff person focuses on functional/community-based assessments.
- served a record 50 consumers in our Career Preparation program during

the summer of 2006. That program continues to grow and will possibly expand to two sessions in the summer of 2007.

- in March, held the first College Prep for Parents session to educate parents of VRS consumers on college funding issues, accommodation issues and orient them to the College Prep program their child attends during the summer.

In Gadsden, the Darden Rehabilitation Center assisted more individuals with disabilities in obtaining successful employment than any other community rehabilitation program (191). Their achievement was recognized when the facility was awarded the "2006 Organization of the Year Award" by the Alabama Association of Rehabilitation Facilities.

Also this year, the CRP program provided special grants to all CRPs



with vocational evaluation programs to improve assessment services for individuals served by ADRS. Additionally, a book on vocational evaluation was published as a result of collaboration between Community Rehabilitation Specialist Curtis Glisson and 15 other rehabilitation professionals around the nation. This book, entitled "A New Paradigm for Vocational Evaluations," will be distributed nationwide to assist all vocational rehabilitation programs.

Network of Community Rehabilitation Programs

ADRS Lakeshore Rehabilitation Center, Birmingham

Other community rehabilitation programs:

ANNISTON

Opportunity Center-Easter Seals

BIRMINGHAM

*Career Development Training Inc.
Easter Seals of the Birmingham Area
Glenwood Mental Health Services
Goodwill Industries of Alabama
Vocational Resources Inc.
Workshops, Inc.*

DECATUR

Tennessee Valley Rehabilitation Center Alabama

DOTHAN

Wiregrass Rehabilitation Center

GADSDEN

Darden Rehabilitation Foundation

HUNTSVILLE

Huntsville Rehabilitation Foundation

MOBILE

*Goodwill/Easter Seals of the Gulf Coast
Mobile Association for the Blind*

MONTGOMERY

*Easter Seals Central Alabama
Goodwill Industries of Central Alabama
Janice Capilouto Center for the Deaf-Easter Seals
MARC*

MUSCLE SHOALS

Easter Seals Rehabilitation Center, Northwest Alabama

OPELIKA

Achievement Center-Easter Seals

SELMA

West Central Alabama Easter Seals Rehabilitation Center

TALLADEGA

E.H. Gentry Technical Facility

TUSCALOOSA

Easter Seals West Alabama

Vocational Rehabilitation Service

Alabama Governor's Committee on Employment of People with Disabilities

The Alabama Governor's Committee on Employment of People with Disabilities (Governor's Committee) serves as the community relations component for ADRS.

The local governor's committees are an important link in the facilitation of collaboration of Vocational Rehabilitation staff, community service providers and employers in working together to break down employment barriers for people with disabilities. The local committees give a forum for communities to eliminate barriers to employment and educate businesses about this talent pool from which to recruit qualified workers.

Through a network of 22 local affiliated committees, the Governor's Committee sponsors events and programs throughout the year to help promote the skills and abilities of people with disabilities throughout the state.

National Disability Employment Awareness Month

October is a monthlong celebration of the successes of employees and employers in the hiring, promotion and retention of people with disabilities in the local community. In FY 2006, the theme was "Workers with Disabilities: Ready for Tomorrow's Jobs Today!" In 2006, 20 local affiliated committees sponsored recognition events honoring 98 individuals and 50 businesses for their continued commitment



to include people with disabilities in Alabama's workforce.

Alabama Governor's Youth Leadership Forum

The Governor's Committee and Troy University joined together to conduct the 8th Alabama Governor's Youth Leadership Forum (YLF) for students with disabilities. Twenty-six students were selected to participate in the five-day forum on the Troy campus in June. The highlight of the weeklong event was a trip to the state Capitol, where delegates met Lt. Gov. Lucy Baxley, who walked them through the legislative process in the House and Senate chambers. They also posed for a picture with Gov. Bob Riley on the steps of the Capitol. This year's mentor luncheon featured keynote speaker Bob Lujano, a quad amputee who was co-featured

in the Oscar-nominated documentary "Murderball."

"Ability Counts" High School Poster/Journalism Contest

Through a 58-year partnership with the Department of Industrial Relations' veterans program, the Governor's Committee continued to sponsor the High School Poster/Journalism Contest. The theme for FY 2006 was "Workers with Disabilities: Ready for Tomorrow's Jobs Today!" Sixty-six high school juniors and seniors demonstrated their talents in written and artistic form to heighten the awareness of people with disabilities in the workforce. The winners were honored at a luncheon and awarded cash prizes and certificates signed by Gov. Bob Riley.

Traumatic Brain Injury Care System

As the state's lead agency in traumatic brain injury (TBI), ADRS serves as a source of information, education and resources for survivors, professionals, agencies and organizations.

Cutting across all physical, socioeconomic, and cultural lines, TBI has lifelong, far-reaching effects for individuals, their families and their environment.

ADRS has been working in this arena for the past 20 years and collaborates with numerous partners, including the Alabama Head Injury Foundation (AHIF),

the Alabama Department of Public Health (ADPH), and the University of Alabama at Birmingham (UAB). The quality of life for many Alabamians affected by TBI and/or spinal cord injury has been improved through services funded by the Impaired Drivers Trust Fund (IDTF) and ADRS.

Through this special initiative, more than 2,200 individuals with TBI were

assisted in FY 2006 with community re-integration; service linkage; housing; respite care; independent living services; resource coordination; attendant care; medical supplies; assistive equipment; cognitive, recreational, and vocational rehabilitation; and for many, ultimately, employment.



Transition Service

ADRS transition from school to work services help to ensure that Alabama's students with disabilities leave school as independent, productive and contributing members of their communities.

During FY 2006, ADRS continued to expand and improve collaborative interagency transition programs. Transition students continued to make up more than one-third of all individuals served and placed into employment by ADRS counselors. The transition program also continued to strengthen the jointly funded job coach program with more than 75 local school systems across the state. This \$2.5 million program is designed to place students with disabilities who are in their final year of school into competitive jobs in their local communities before they leave high school. The program is cooperatively managed by local Vocational Rehabilitation Service offices and school systems staff, and during FY 2006 provided services to more than 2,000 students through 80 coaches.

In addition, students, parents, rehabilitation counselors, local school special and regular education staff, and the job coaches work together to plan for students' successful and smooth transitions to adult life and work.

In FY 2006, ADRS also continued efforts to develop and improve transition partnerships, programs and service models to meet the needs of students with more significant disabilities and barriers to employment and community living.

Other highlights of FY 2006 include:

- continued specialized services for students with specific learning disabilities and/or attention deficit disorders
- continued the College Prep Program offered at seven sites around the state. These programs had more than 200 participants during 2006. The College Prep program expanded to one new site during the summer of 2006.
- collaborated with the Special Education Division of the Alabama Department of Education and the Department of Corrections to implement the Prison Transition Initiative for youthful offenders incarcerated in adult prisons
- collaborated with Children's Rehabilitation Service to provide Teen Transition Clinic. Clinics are currently operating in Homewood, Mobile, and Huntsville, which was added in 2006.
- collaborated with the Department of Youth Services (DYS) and the DYS School District to provide a smooth transition for DYS-committed youth who are returning to their communities

Supported Employment

In an effort to assist individuals with the most-severe disabilities in becoming employed, supported employment provides community-based assessments, job-site training and support services to ensure quality job performance and stability. These services are funded through Milestones, an outcome-based payment system.

In FY 2006, ADRS funded 34 agencies across the state to provide supported employment.

More than 600 individuals participated in supported employment. Of this number, 513 obtained competitive employment, and 400 successfully achieved an employment outcome. This represents a 25 percent increase over 2005. These individuals averaged working more than 23 hours per week and earned an average hourly wage of \$6.09. The average wage in 2005 was \$5.95 per hour. Also, more than 850 individuals are being followed in long-term support across the state.

ADRS continues to collaborate closely with Alabama APSE, the Network on Employment, to provide training to staff, transition job coaches, and Milestones employees. In addition, regional training events are conducted throughout the state to address barriers such as transportation, funding, and other disability-related topics. Currently, Alabama APSE is providing training to self-advocates, family members, agency volunteers, professionals and others interested in gaining skills to provide support to individuals on the job and deal with inappropriate work behaviors. This training will be conducted in seven urban cities throughout Alabama. It is anticipated that this training will result in more individuals with significant disabilities achieving an employment outcome and result in expanded and improved long-term support services.

ADRS also collaborated with AL-APSE to plan and host the 8th annual AL-APSE conference. The collaboration resulted in a theme track on serving individuals with autism spectrum disorder. This training track was a result of requests from rehabilitation staff who are serving more individuals with autism.

Vocational Rehabilitation Service

At the local, state, regional and national levels, Alabama's Vocational Rehabilitation Service continues to grow its partnerships with business while supporting the "dual customer" approach, serving both employers and consumers.

As a leader in the newly formalized national VR-business network, ADRS has also endorsed the "VR as one company" philosophy by collaborating with both business and our employment partners and service providers in Alabama to meet the needs of both customers while working collaboratively to achieve employment outcomes.

Alabama business partnership leadership in ADRS

VR's long-term business partners continue to serve in active leadership roles throughout ADRS and in a multitude of national VR-business initiatives.

- The Southern Company representative serves as chairperson of the Vocational Rehabilitation Council.
- Wachovia Bank's representative serves as co-chair of the Vocational Rehabilitation Council and chair of its employment committee. She also represents Alabama as a member of the executive board of the U.S. Business Leadership Network.
- The University of Alabama at Birmingham serves as the "lead employer" in Alabama's Business Leadership Employment Network. UAB is also this year's recipient of the Department of Labor's prestigious "New Freedom Initiative Award" for its outstanding efforts to hire,



Cheryl Locke, center, UAB's chief human resources officer, accepts the 'New Freedom Initiative Award' from Labor Secretary Elaine Chao and Roy Grizzard, assistant secretary of labor for disability employment policy.

promote and retain workers with disabilities.

Network collaboration impacts outcomes

Alabama VR continues its focus on collaboration to maximize employment and job retention opportunities for its consumers while better serving its business customers through a variety of customized services.

Those ADRS no-cost services include:

- Recruitment assistance with pre-screened, qualified job candidates
- Assistance with retaining valued employees whose jobs have been affected by illness, injury or disability
- In-service training or consults on "hot"

employment issues such as:

- Lowering the cost of disability management
- Accommodating applicants or workers with disabilities
- Links to a multitude of community-based resources
- Tips on interviewing do's and don'ts
- Rehabilitation engineering assistance
- Accessibility suggestions
- Expanding diversity initiatives to include disability
- Access to special tax incentives
- Pre-hire "work-tryout" options in line with wage and hour laws
- Job description "clean-up" or updates consultation and training

Business Is Talking About VRS ...

The University of Alabama at Birmingham

"The single point of contact knows the business, the standards, the timelines in recruiting, and making sure that there is a consistent level of response. Consistency like that in-state and across state lines is critical."

The Southern Company

"This network is the right thing to do because of (VRS') role in putting people to work. It's cost effective because these services to business are already funded and available in many locations. Outline the expectations and deliverables, state by state, for those using the network and those accessing the network."

Wachovia Bank

"VR has been there from the very beginning, not just in a hire, but for all services we've needed. Companies don't always have that with other vendors. VR has helped us reach out beyond our state to VR contacts in other states where our company is located and the response by VR locally has been equally as valuable."

services for employers

In 2006, VR employment-related collaboration was multi-faceted, extending itself throughout the state, region and nation in VR-to-VR relationships, VR-to-business, and VR-to-employment resource affiliates.

State collaboration

- Strengthened ties with the Office of Federal Contract Compliance Programs as a trainer in its technical assistance seminars throughout Alabama, generating direct links to more affirmative action employers:
 - Brassfield and Gorrie
 - University of Alabama – Huntsville
 - U.S. Pipe Company
 - Service and tech support companies in the Anniston and Huntsville areas
- EDC-driven collaboration with employers that have a statewide presence:
 - The West Corporation
 - Wal-Mart
 - CVS/Pharmacy
 - Manpower, Inc.
 - Regions Bank
- Enhanced outreach to serve veterans with disabilities:
 - Formalized agreement with the VA Vocational Rehabilitation and Employment program
 - On-going partnership with DOL VETS (Veterans Employment and Training Services)
 - Joint training with both entities
 - Participation in the Department of Labor summit and technology symposium
- Expanded consumer employment readiness and job search through:
 - Customized job fairs around the state
 - Mentoring days for consumers with our business partners

Regional collaboration

- Active participation in the Southeast Region 4 Employment Partners Team focused on leveraging business partnerships resources across state lines:
 - Expanded business partnerships with companies such as National Car Rental, Delta Airlines, SunTrust Bank, and Wal-Mart
 - Regional marketing videos for key business customer groups
 - Shared employment readiness resources for consumers
- Cross training on best practices in employment with North Carolina VR



VRS collaborates with businesses to achieve employment outcomes.

- Joint in-service training with Florida VR for more than 200 Wal-Mart managers and employees
- Outcomes from regional collaboration have included:
- Acquisition of a job readiness assessment tool from Tennessee VR for Alabama VR counselors;
 - Resolution of RAVE case
 - Potential to replicate Wachovia in-service pre-hire training
 - Direct connect to all Wal-Mart managers and possibility to replicate training done in south Alabama throughout the rest of the state

National collaboration

- Leadership in the development of the

national VR-business network

- Direct linkages through in-service training collaboration or leveraged business partnerships with Pennsylvania, Iowa, Delaware, Ohio, and North Carolina
- Publication of the “The National VR Business Network: Charting Your Course,” with new ties to VR business representatives in Illinois, Michigan, Minnesota, California, Washington State, and Virginia
- Outcomes from the national collaboration include expanded business partnerships with Walgreens, Blue Cross/Blue Shield, Lowe’s, and Health South Corporation.

The Bottom Line: Customer Satisfaction

The business partnerships, the collaboration activities and the ties to special programs have all assisted VRS in reaching its bottom line: customer satisfaction from our consumers and business partners. The numbers reflect our success.

This past year, the VRS employer development coordinator program developed and maintained 880 business accounts or “initial contact” relationships that generated 886 hires and retentions throughout the state.

Total Number of Services	7,573
Total Number of Consumers Hired or Retained	886
ID Job Vacancies	2,461
Referred applicants	1,473
Follow-up activities	667
Market employer services	605
Direct hires by business	577
Collaborative hires by business	158
RAVE employee retentions	51

Vocational Rehabilitation Service

Assistive Technology Services

The statewide rehabilitation technology specialist team is comprised of individuals with backgrounds in engineering and design who partner with other assistive technology professionals, including computer specialists, occupational therapists, speech-language pathologists, and physical therapists to provide high-quality services to Alabama's children and adults with disabilities.

Throughout the state, thousands of Alabamians with disabilities are able to become more independent every year through Assistive Technology Services. Rehabilitation technology specialists (RTS's) systematically apply engineering methodology and scientific principles to evaluate and provide technological solutions to children and adults in areas such as mobility, communications, vision, hearing, and cognition in activities associated with employment, education, independent living, and community integration.

RTS's evaluate the functional abilities of people with disabilities, the tasks they perform, and the environments they live and work in to recommend off-the-shelf, modified, or customized technology solutions to increase their independence.

In FY 2006, this program:

- provided 372 assistive device services to ADRS consumers
- provided 62 engineering design services
- evaluated 264 ADRS consumers for assistive technology
- provided one or more services to 436 ADRS consumers



- continued acquisition of equipment to provide state-of-the-art evaluations and services
- provided assistive technology training or demonstrations to 48 consumers
- provided followup or coordination services to 341 consumers
- continued an innovative assistive technology internship program to recruit and train engineering students
- made 22 educational presentations on Alabama's assistive technology program, including one at a national conference

STAR: Alabama's assistive technology resource

STAR is Alabama's technology-related assistance program.

Through its reutilization, short-term loans, device demonstrations, training, outreach activities, and alternative financing programs, STAR assists Alabamians with disabilities of all ages in making accommodations that improve independence through assistive technology.

In FY 2006, in partnership with the reutilization programs (3R in Anniston, Enabling Resources in Mobile and the Waste Not Program with United Cerebral Palsy in Huntsville), STAR:

- received a total of 2,179 requests for assistive technology, received 908 donated items, recycled 1,178 items, and responded to 377 ADRS customer requests
- saved ADRS \$245,115 through the

provision of services to ADRS consumers

- recycled items with an estimated new value of \$784,534
- provided reutilization services to 59 Hurricane Katrina survivors, totaling \$51,280 in savings

The short-term loan and device demonstrations program:

- expanded programs to a variety of partners, including OASIS, CRS ACT Clinics, community rehabilitation programs, and two school systems
- developed agreements with these partners totalling more than \$180,000 to purchase AT devices
- provided 990 device demonstrations and 87 short-term loans

Through state leadership activities, STAR:

- trained some 150 staff, providers and partners on the new data collection tool
- shared the STAR data tool with 17 other state AT programs

- provided training, outreach and education activities at various meetings, conferences and consumer group meetings statewide
- reached 602 participants through state leadership activities, including collaboration, training, awareness/education/outreach, state improvement, and technical assistance activities

The alternative finance program:

- established new partnerships between ADRS, the Southern Disability Foundation, Regions Bank and STAR to redesign the Ability Loan Program
- Established new minimum (\$3,000) and maximum (\$35,000) loan limits to better serve consumers
- was awarded funds through an RSA grant that by the close of FY 2008 will result in an established loan fund of \$2 million
- received 76 Ability Loan referrals and inquiries from consumers and family members

Office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-441-7607
1-800-499-1816 (TTY)
334-281-1973 (fax)
www.rehab.state.al.us

ANDALUSIA

1082 Village Square Drive, Suite 1, 36420
334-222-4114, 1-800-671-6833
334-427-1216 (fax)
Counties: Butler, Coffee, Conecuh,
Covington, Crenshaw, Pike

ANNISTON

1105 Woodstock Ave., 36207
256-238-9300, 1-800-671-6834
256-231-4852 (fax)
Counties: Calhoun, Cleburne, Randolph

BIRMINGHAM

Lakeshore Rehabilitation Facility
P.O. Box 59127
3830 Ridgeway Drive, 35209
205-870-5999, 1-800-441-7609
205-879-2685 (fax)
Statewide

HOMEWOOD (Birmingham)

P.O. Box 19888
236 Goodwin Crest Drive, 35209
205-290-4400, 1-800-671-6837
205-290-0486 (fax)
Counties: Blount, Chilton, Jefferson, Shelby

COLUMBIANA

Community Services Building
P.O. Box 856, 35051-0856
205-669-3829, 205-669-0605 (fax)
County: Shelby

DECATUR

621 Cherry St., NE, P.O. Box 1686, 35602
256-353-2754, 1-800-671-6838
256-351-2476 (fax)
Counties: Cullman, Lawrence, Limestone,
Morgan

DOTHAN

795 Ross Clark Circle, NE, 36303
334-699-8600, 1-800-275-0132
334-792-1783 (fax)
Counties: Barbour, Dale, Geneva, Henry,
Houston

GADSDEN

1100 George Wallace Drive, 35903
256-547-6974, 1-800-671-6839
256-543-1784 (fax)
Counties: Cherokee, DeKalb, Etowah,
Marshall, St. Clair

HUNTSVILLE

3000 Johnson Road, SW, 35805
256-650-1700, 1-800-671-6840
256-650-1975 (fax)
Counties: Jackson, Madison

JACKSON

1401 Forest Ave., P.O. Box 1005, 36545
251-246-5708, 1-800-671-6836
251-246-5224 (fax)
Counties: Choctaw, Clarke, Monroe,
Washington

JASPER

301 N. Walston Bridge Road
Suite 116, 35504
205-221-7840, 1-800-671-6841
205-221-1062 (fax)
Counties: Marion, Walker, Winston

MOBILE

2419 Gordon Smith Drive, 36617
251-479-8611, 1-800-671-6842
251-478-2197 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe, Washington

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7578
334-281-1388 (fax)
Counties: Autauga, Bullock, Elmore, Macon,
Montgomery

MUSCLE SHOALS

1450 E. Avalon Ave., 35661
256-381-1110, 1-800-275-0166
256-389-3149 (fax)
Counties: Colbert, Franklin, Lauderdale

OPELIKA

520 W. Thomason Circle, 36801
334-749-1259, 1-800-671-6835
334-749-8753 (fax)
Counties: Chambers, Lee, Macon,
Russell, Tallapoosa

SCOTTSBORO

P. O. Box 296, 203 S. Market St., 35768
256-574-5813, 1-800-418-8823
256-574-6033 (fax)
County: Jackson

SELMA

2906 Citizens Parkway, 36701
334-872-8422, 1-888-761-5995
334-877-3796 (fax)
Counties: Dallas, Lowndes, Wilcox

TALLADEGA

#4 Medical Office Park, 35160
256-362-1300, 1-800-441-7592
256-362-6387 (fax)
Counties: Clay, Coosa, Randolph,
St. Clair, Talladega

THOMASVILLE

Thomasville Rehabilitation Center
P.O. Box 1006, Adams Building,
Bashi Road, 36784
334-636-5421, 1-800-335-3237
334-636-4618 (fax)
Counties: Choctaw, Clarke, Monroe,
Washington

TROY

110 Troy Plaza St., 36081
334-566-2491, 1-800-441-7608
334-566-9415 (fax)
Counties: Barbour, Bullock, Butler,
Crenshaw, Pike

TUSCALOOSA

1305 37th St., E, P.O. Drawer 1610,
35403-1610
205-554-1300, 1-800-331-5562
205-554-1369 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Marengo, Marion, Perry, Pickens,
Sumter, Tuscaloosa, Walker, Winston

Independent Living/Homebound



The State of Alabama Independent Living (SAIL) Service provides specialized in-home education and counseling, attendant care, training and medical services to Alabamians with severe disabilities. The SAIL program has seven community-based offices located throughout the state to serve residents in all 67 counties.

SAIL ensures the consumer can live as independently as possible at home and in the community through three specialized programs.

Homebound Services

This program provides a wide range of education and home-based services to assist people with severe disabilities in leading more independent lives. To be eligible for this program, a person must:

- be an Alabama resident
- be at least 16 years old
- have a medical diagnosis of traumatic brain injury or quadriplegia
- be dependent on others for assistance with activities of daily living
- demonstrate financial need

Independent Living Support Services

The goal of this program is to enhance and promote independence in the home, community and workplace. To be eligible a person must:

- have a severe disability that limits his or her ability to live independently
- provide evidence that by receiving this service, his or her potential to achieve independence will improve

Waiver Services

This special Medicaid Waiver allows SAIL to maximize its resources and access additional programs and services for the individuals served. To be eligible for services through the waiver, a person must:

- be at least 18 years old
- be medically and financially eligible for a nursing home
- have experienced the onset of the disability before age 60
- have a disability as a result of reasons other than aging

Independent Living/Homebound Services

- Attendant care
- Personal assistance services for working participants
- Patient and family education
- Counseling and guidance
- Nursing management
- Home modifications
- Disability-related prescriptions
- Peer counseling
- Disability-related medical supplies
- Training in activities of daily living
- Information and referral

Program highlights



Independent Living Services

- Assisted 1,847 Alabamians with the severest disabilities in remaining in their homes and communities rather than in nursing homes or other institutions
 - 628 consumers in the Homebound Program
 - 580 consumers in the Independent Living Service
 - 639 consumers in the Medicaid Waiver Program
- Provided services to consumers and families in all 67 counties through seven SAIL teams located statewide.

SAIL teams of registered nurses, rehabilitation counselors and independent living specialists provide to SAIL consumers and their families individualized services and training about the unique problems and needs presented by each differing disability. SAIL teams also teach activities of daily living, health, safety and nutrition as well as the use of assistive technology. In addition, SAIL teams educate SAIL consumers and their families about self-advocacy, empowering them to access services.

Independent Living and collaboration

- Used the ADRS Recycling Centers, donated goods and services, in-kind services, and community resources to serve consumers throughout the state

- Was awarded a two-year Ticket to Work Medicaid grant during the second round of grants from the Center for Medicaid Services. The SAIL program has two pilot sites working with youth in transition, collaborating with the school systems in Marengo and Greene counties and in Calhoun and Etowah counties. Regional coordinators are collaborating

with local agencies as well as school personnel to provide information to students concerning employment supports available to them once they enter the workforce. SAIL continues to collaborate with the Alabama Medicaid Agency, the State Department of Education and various other agencies and persons with disabilities to complete the project objectives.

- collaborated with the Alabama Department of Senior Services in the Cash and Counseling Demonstration that will provide to some waiver clients alternatives in choices of personal care.
- participated in the Long Term Choices task forces started by the Alabama Medicaid Agency in the spring of 2006 to address options for long-term care for Alabama's elderly and people with disabilities.

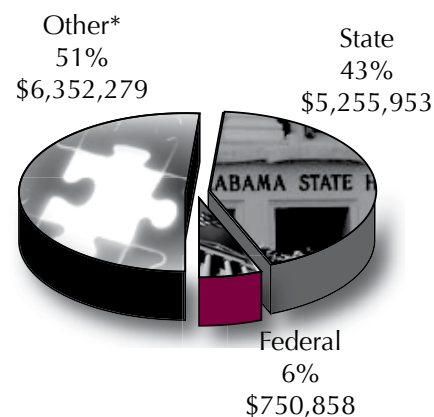
- worked with the Alabama Department of Senior Services on the Disability Resource Center grant to provide input on services for persons with disabilities.
- continued involvement with the Centers for Independent Living and the State Independent Living Council.
- continued to work with the Alabama Department of Public Health, the Alabama Department of Senior Services and the Alabama Medicaid Agency to develop a seamless system of audits for direct service providers enrolled in the provision of waiver services.

Independent Living and acquisition of resources

- Continued to develop resources to supplement limited funding with donated goods and services. In the past year, independent living specialists secured donations of \$591,504.38.

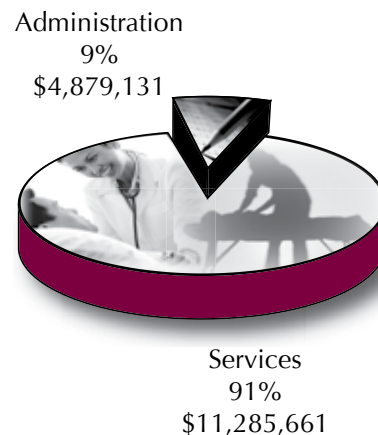
SAIL by the numbers

Source of Revenue \$12,359,090



*Medicaid reimbursements

Use of Revenue \$12,359,090



office locations

STATE OFFICE

2129 E. South Blvd.,
Montgomery, 36116
334-281-8780
1-800-441-7607
1-800-499-1816 (TTY)
334-613-3542 (fax)
www.rehab.state.al.us

ANNISTON

1105 Woodstock Ave., 36207
256-238-9300, 1-800-671-6834
256-231-4852 (fax)
Counties: Calhoun, Cherokee, Clay,
Cleburne, Coosa, DeKalb, Etowah,
Marshall, Randolph, St. Clair, Talladega

DECATUR

621 Cherry St., NE, 35601
256-353-2754, 1-800-671-6838
256-351-2476 (fax)
Counties: Colbert, Cullman, Franklin,
Jackson, Lauderdale, Lawrence,
Limestone, Madison, Morgan

DOTHAN

795 Ross Clark Circle, NE, 36303
334-699-8600, 1-800-275-0132
334-792-1783 (fax)
Counties: Barbour, Butler, Coffee,
Conecuh, Covington, Crenshaw, Dale,
Geneva, Henry, Houston, Pike

HOMEWOOD (Birmingham)

P.O. Box 19888
236 Goodwin Crest Drive, 35209
205-290-4400, 1-800-671-6837
205-290-1029 (fax)
Counties: Blount, Chilton, Jefferson,
Shelby

MOBILE

2419 Gordon Smith Drive, 36617
251-479-8611, 1-888-388-3245
251-478-2198 (fax)
Counties: Baldwin, Choctaw, Clarke,
Escambia, Mobile, Monroe, Washington

MONTGOMERY

2127 E. South Blvd., 36116
334-288-0220, 1-800-441-7578
334-613-3455 (fax)
Counties: Autauga, Bullock, Chambers,
Dallas, Elmore, Lee, Lowndes, Macon,
Montgomery, Russell, Tallapoosa, Wilcox

TUSCALOOSA

1305 37th St., East, 35405
205-554-1300
1-800-441-7597, 1-800-331-5562
205-554-1369 (fax)
Counties: Bibb, Fayette, Greene, Hale,
Lamar, Marengo, Marion, Perry, Pickens,
Sumter, Tuscaloosa, Walker, Winston

Alabama Department of Rehabilitation Services



People served • purchased services • grant information



People served

	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2006
Counties	Served	Rehabilitated into employment	Served	Served	Served	Total
AUTAUGA	464	72	120	24	53	661
BALDWIN	1,109	164	260	25	110	1,504
BARBOUR	251	34	83	25	34	393
BIBB	209	23	45	20	18	292
BLOUNT	318	65	96	21	29	464
BULLOCK	106	15	43	5	12	166
BUTLER	232	47	99	19	14	364
CALHOUN	1,835	339	390	40	118	2,383
CHAMBERS	360	59	93	18	27	498
CHEROKEE	351	62	88	13	19	471
CHILTON	233	28	68	16	52	369
CHOCTAW	138	23	35	5	8	186
CLARKE	376	51	141	19	33	569
CLAY	183	39	42	12	6	243
CLEBURNE	121	29	54	4	8	187
COFFEE	448	64	108	28	31	615
COLBERT	601	79	92	14	45	752
CONECUH	165	22	62	6	13	246
COOSA	146	22	12	5	4	167
COVINGTON	440	75	161	27	30	658
CRENSHAW	147	20	45	19	12	223
CULLMAN	571	115	138	13	80	802
DALE	347	56	131	21	61	560
DALLAS	279	74	212	26	90	607
DeKALB	575	131	200	33	72	880
ELMORE	965	147	191	29	74	1,259
ESCAMBIA	330	67	59	17	32	438
ETOWAH	1,382	258	321	46	91	1,840
FAYETTE	200	31	47	3	41	291
FRANKLIN	367	54	59	8	22	456
GENEVA	165	30	71	17	16	269
GREENE	36	1	24	13	26	99
HALE	161	23	33	9	34	237
HENRY	109	25	41	5	8	163



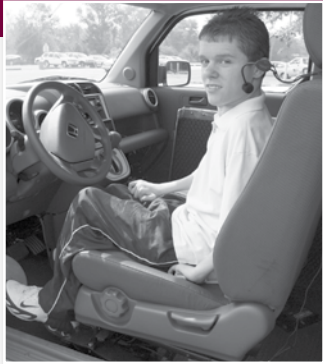
People served

	Vocational Rehabilitation Service		Children's Rehabilitation Service	SAIL (Homebound) Service	Early Intervention System	Fiscal 2006
<i>Counties</i>	<i>Served</i>	<i>Rehabilitated into employment</i>	<i>Served</i>	<i>Served</i>	<i>Served</i>	<i>Total</i>
HOUSTON	849	160	305	49	80	1,283
JACKSON	639	130	122	21	58	840
JEFFERSON	8,623	1,409	875	241	713	10,452
LAMAR	132	12	44	6	48	230
LAUDERDALE	890	127	193	20	72	1,175
LAWRENCE	264	57	67	21	22	374
LEE	823	142	228	29	81	1,161
LIMESTONE	419	106	143	24	57	643
LOWNDES	125	27	42	9	13	189
MACON	188	40	78	4	18	288
MADISON	2,878	411	604	48	401	3,931
MARENGO	279	26	70	20	46	415
MARION	404	52	65	21	53	543
MARSHALL	769	145	249	30	89	1,137
MOBILE	3,956	669	1,226	193	408	5,783
MONROE	214	37	95	27	24	360
MONTGOMERY	2,506	423	628	116	254	3,504
MORGAN	1,162	205	216	33	135	1,546
PERRY	43	6	45	7	23	118
PICKENS	198	21	60	14	38	310
PIKE	340	69	98	9	65	512
RANDOLPH	180	51	46	13	23	262
RUSSELL	264	48	86	17	24	391
ST. CLAIR	1,499	164	165	32	225	1,921
SHELBY	557	92	92	29	62	740
SUMTER	109	13	36	12	37	194
TALLADEGA	1,003	171	160	59	70	1,292
TALLAPOOSA	375	60	80	17	19	491
TUSCALOOSA	2,282	342	390	69	275	3,016
WALKER	1,022	140	117	22	84	1,245
WASHINGTON	177	34	113	9	18	317
WILCOX	107	22	79	3	24	213
WINSTON	314	37	47	14	30	405
TOTALS	47,310	7,792	10,528	1,843	4,912	64,593



Purchased services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2006
<i>Counties</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Total Expenditures</i>
AUTAUGA	\$474,115.33	\$185,133.26	\$172,208.38	\$831,456.97
BALDWIN	756,745.33	130,956.21	190,635.65	1,078,337.19
BARBOUR	86,339.16	39,049.30	65,517.53	190,905.99
BIBB	224,582.81	85,368.30	82,360.62	392,311.73
BLOUNT	326,500.84	53,910.52	131,744.74	512,156.10
BULLOCK	42,917.53	31,511.20	5,419.00	79,847.73
BUTLER	245,567.44	28,731.34	50,164.64	324,463.42
CALHOUN	1,707,596.90	155,299.64	201,975.63	2,064,872.17
CHAMBERS	293,045.39	26,738.13	85,227.72	405,011.24
CHEROKEE	122,885.21	19,302.47	54,346.64	196,534.32
CHILTON	150,308.26	27,430.17	49,568.76	227,307.19
CHOCTAW	77,594.20	15,908.51	30,353.55	123,856.26
CLARKE	207,028.60	24,616.39	115,032.82	346,677.81
CLAY	13,713.10	16,437.55	45,062.67	75,213.32
CLEBURNE	143,241.75	25,289.74	10,201.25	178,732.74
COFFEE	254,445.31	16,827.38	75,500.75	346,773.44
COLBERT	313,699.16	52,776.61	61,504.19	427,979.96
CONECUH	108,129.66	17,414.75	5,647.08	131,191.49
COOSA	32,169.67	13,087.37	25,235.97	70,493.01
COVINGTON	327,885.53	39,198.31	80,476.09	447,559.93
CRENSHAW	92,902.32	14,990.51	45,042.06	152,934.89
CULLMAN	502,741.59	501,812.93	29,959.23	1,034,513.75
DALE	218,929.67	22,219.63	98,205.08	339,354.38
DALLAS	298,443.75	19,060.56	128,608.37	446,112.68
DeKALB	477,492.71	202,541.64	88,236.91	768,271.26
ELMORE	648,208.59	71,244.53	202,157.04	921,610.16
ESCAMBIA	136,375.47	15,642.56	44,903.36	196,921.39
ETOWAH	929,125.82	83,579.52	181,209.79	1,193,915.13
FAYETTE	182,136.25	19,732.48	16,517.33	218,386.06
FRANKLIN	172,846.06	23,435.50	48,781.60	245,063.16
GENEVA	82,658.73	66,561.40	67,854.26	217,074.39
GREENE	14,904.48	12,944.46	55,659.87	83,508.81
HALE	78,883.36	13,842.57	1,619.83	94,345.76
HENRY	79,497.06	14,845.59	17,191.48	111,534.13



Purchased services

	Vocational Rehabilitation Service	Children's Rehabilitation Service	SAIL (Homebound) Service	Fiscal 2006
<i>Counties</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Expenditures</i>	<i>Total Expenditures</i>
HOUSTON	\$601,051.66	\$56,643.62	\$123,763.54	\$781,458.82
JACKSON	355,648.31	22,061.64	114,322.00	492,031.95
JEFFERSON	5,973,644.65	446,389.39	1,416,760.91	7,836,794.95
LAMAR	120,298.69	33,263.43	48,508.09	202,070.21
LAUDERDALE	622,068.21	513,821.64	81,616.39	1,217,506.24
LAWRENCE	171,223.61	74,176.73	94,159.65	339,559.99
LEE	845,947.21	210,524.05	114,437.34	1,170,908.60
LIMESTONE	388,584.32	74,437.56	72,976.29	535,998.17
LOWNDES	127,524.52	32,060.25	28,495.29	188,080.06
MACON	184,088.44	147,189.19	2,590.18	333,867.81
MADISON	1,781,748.00	162,966.16	200,353.80	2,145,067.96
MARENGO	261,117.38	15,683.23	23,781.27	300,581.88
MARION	373,196.75	19,555.38	80,441.94	473,194.07
MARSHALL	410,485.50	201,591.64	110,720.86	722,798.00
MOBILE	2,710,456.36	234,444.64	1,053,727.36	3,998,628.36
MONROE	106,216.23	48,047.13	99,318.15	253,581.51
MONTGOMERY	2,295,227.13	64,803.77	677,168.86	3,037,199.76
MORGAN	777,507.27	51,503.37	202,879.05	1,031,889.69
PERRY	30,634.33	14,448.81	13,737.66	58,820.80
PICKENS	107,270.77	25,755.37	78,565.37	211,591.51
PIKE	315,271.63	356,928.31	28,573.00	700,772.94
RANDOLPH	131,289.59	20,941.23	50,260.32	202,491.14
RUSSELL	223,777.79	30,810.12	80,220.82	334,808.73
ST. CLAIR	898,641.93	45,983.26	120,786.90	1,065,412.09
SHELBY	430,639.68	25,629.71	107,902.47	564,171.86
SUMTER	37,807.60	105,761.38	22,702.82	166,271.80
TALLADEGA	569,883.54	48,966.07	204,575.81	823,425.42
TALLAPOOSA	247,663.33	23,254.76	89,897.31	360,815.40
TUSCALOOSA	1,996,054.11	59,193.89	367,483.56	2,422,731.56
WALKER	944,285.30	46,044.50	64,688.99	1,055,018.79
WASHINGTON	65,937.42	32,483.23	70,769.30	169,189.95
WILCOX	90,762.91	33,180.91	4,247.20	128,191.02
WINSTON	221,588.32	26,446.29	35,334.71	283,369.32
TOTALS	\$34,241,199.53	\$5,392,431.69	\$8,449,897.10	\$48,083,528.32

Fiscal Year 2006 Grants

Because we value maximum acquisition and efficient and effective management of resources, the Alabama Department of Rehabilitation Services continues to seek funding from state and federal sources to enable Alabama's children and adults with disabilities to achieve their maximum potential. The following are grant highlights from FY 2006:

Hemophilia Program

\$28,700

Awarded by Hemophilia of Georgia, funded through Maternal and Child Health Bureau (administered through Children's Rehabilitation Service)

Goals: to (a) provide comprehensive, culturally sensitive, family-centered care and services to Alabama residents with bleeding disorders; (b) make special efforts to include traditionally underserved populations, such as people living in rural areas, minorities, women and adolescents; (c) provide outreach and education to people with bleeding disorders, medical providers, school personnel, and other community-based agencies

FY 2006 Accomplishments

- served 304 consumers
- served 38 people who are uninsured
- conducted 43 awareness/educational sessions and exhibits
- administered the 340B Program as a subgrantee under Hemophilia of Georgia, dispersing approximately 2 million units of factor (cost: more than \$1.5 million dollars)
- held 31 comprehensive clinics
- enrolled 15 new participants, all of whom received screening for joint disease

Augmentative Communication Technology (ACT) Clinics

\$43,000

Awarded by STAR, Alabama's statewide assistive technology resource (administered through Children's Rehabilitation Service)

Goal: to financially assist CRS with the purchase of assistive technology devices to provide adaptive device demonstrations, loan and training services to Alabamians with disabilities



FY 2006 Accomplishments

- identified augmentative communication and related needs statewide
- each of the seven ACT clinics submitted specific equipment requests and equipment was purchased and distributed to each ACT clinic
- developed a system whereby equipment is now being used for evaluation, demonstration, and loan purposes
- all seven clinics report monthly activity data to STAR

Traumatic Brain Injury (TBI)

\$300,000

Awarded to ADRS by Health Resources Services Administration, Maternal and Child Health Care Bureau (The grant is a collaborative project with ADRS, the Alabama Head Injury Foundation, UAB TBI Model System, UAB Injury Control Research Center, Alabama Disabilities Advocacy Program, the Alabama Head Injury Task Force, The Alabama Impaired Drivers Trust Fund, the Rehabilitation Research and Training Center on Blindness and Low Vision at Mississippi State University, and the Alabama Institute for the Deaf and Blind.)

Goal: to develop awareness, identification, effective intervention and treatment for people with co-existing TBI and blindness or visual impairment. Also, to develop appropriate accessible and affordable behavioral health

service options for people with TBI.

FY 2006 Accomplishments

- The Alabama Head Injury Task Force Behavioral Committee met to review the current status of behavioral health services in Alabama for children and adults with TBI and to develop plans to implement grant projects.
- The Alabama Head Injury Task Force Committee on TBI and Blindness and Visual Impairment met to review the current status of services in Alabama for children and adults with co-existing TBI and blindness or visual impairments and to develop plans to implement grant projects.
- Seven town hall meetings of TBI consumers and family members were held throughout the state to obtain input and determine unmet behavioral health service needs.
- Plans are being made for the “Alabama: State of the State in Traumatic Brain Injury” annual conference, which will be held in February 2007. The purpose of the conference will be to review grant issues and findings, educate stakeholders, inform constituents, provide TBI-related training and provide opportunities for collaboration and coordination of services for people with TBI.

Supported Employment

Funded through the State Grant Supported Employment Program and other Title I money

Goal: to fund supported employment agencies across the state that provide supported employment utilizing Milestones, an outcome-based payment system

FY 2006 Accomplishments

- increased employment outcomes by 25 percent over 2005 – 400 individuals were successfully closed into employment
- increased average hourly wage for supported employees from \$5.95 to \$6.09 per hour
- provisions were made to fund four additional supported employment agencies in FY '07, making a total of 37 funded agencies
- multiple training opportunities were made available to staff addressing the following:
 - (1) Best Practices in Supported Employment (Job Coach Training) – More than 100 Milestones and

transition job coaches completed the training.

(2) Transportation barriers, funding for long-term support, SSA Work Incentives – Training made available through statewide regional training events.

(3) Working with individuals with autism spectrum disorder – comprehensive training was made available through the annual AL-APSE conference.

(4) How to provide job site supports and deal with inappropriate work behaviors on the job – ADRS is collaborating with Alabama APSE to provide training to individuals with disabilities, their families, agency volunteers, friends and others in communities who have an interest in this topic. Training will be provided in seven urban areas and is expected to increase employment outcomes as a result of expanded long-term supports.

Independent Living

\$307,268

Awarded by the Rehabilitation Services Administration

Goal: to provide services that enhance and promote independence in the home, community and workplace for Alabamians with disabilities

FY 2006 Accomplishments

- received \$591,504.38 in donated goods and services
- served 580 persons statewide
- continued collaboration with the Centers for Independent Living
- continued involvement with the State Independent Living Council
- continued collaboration with local community agencies
- served 110 persons, thus preventing the necessity of nursing home placement
- served four persons transitioning from nursing home to the community

Ticket to Work Medicaid Infrastructure Grant

Ended December 2005, but \$500,000 was awarded by the Centers for Medicare and Medicaid Services to continue in FY 2007 and 2008

Fiscal Year 2006 Grants

Goal: to identify and address health care policy barriers to the employment of people with disabilities

FY 2006 Accomplishments

- completed the “Alabama Employs Ability” video
- completed a Personal Assistant Services (PAS) registry and training curriculum
- completed a training program for case managers

Alabama Customized Employment (ACE) Grant

Awarded by the U.S. Department of Labor Office of Disability Employment Policy (ends March 2007)

Goal: to provide and customize employment opportunities for the most severely disabled Alabamians and to identify barriers related to grant activities

FY 2006 Accomplishments

- The two customized employment specialists located in the pilot sites of Montgomery and Anniston continued to provide services customizing employment opportunities to 74 persons with significant disabilities throughout this final year of the five-year grant.
- Specialists continued to provide training to the one-stop career centers on a variety of disability-related topics.

State of Alabama Client Assistance Program (SACAP)

\$20,087

Awarded by the Rehabilitation Services Administration

Goal: to assist citizens of the state by acting as an advocate regarding services provided by ADRS, all Independent Living programs, and projects funded under the Rehabilitation Act of 1973.

FY 2006 Accomplishments

- assisted 37 individuals in resolving consumer concerns
- purchased an exhibit board
- expanded public awareness
- provided “Advancement in Advocacy Training”

for staff and consumers

- began upgrades on website
- began working on a webcast for consumers and staff of ADRS, Independent Living programs, and other projects funded under the Rehabilitation Act of 1973



In-Service Training Grant

\$115,297

Awarded by the Rehabilitation Services Administration

Goal: to improve the competence of all vocational rehabilitation personnel in providing services to individuals with disabilities that will lead to quality employment outcomes; to promote a more effective and efficient management of the VRS unit and agency as related to the state-federal mission; to respond to the department's comprehensive training objectives of the State Plan; to ensure a comprehensive system of personnel development as required in the Rehabilitation Act amendments.

FY 2006 Accomplishments

- created a number of training programs based on the employment needs of persons with disabilities, including the Employment Institute (Parts I and II) and self-employment training
- offered specialty training in the areas of deafness, blindness, traumatic brain injury, autism and substance abuse
- established a video-on-demand infrastructure to support the development of a library of training video to be available to all employees in 2007
- increased the use of training technologies to reduce travel costs and time away from offices while increasing employee competencies and continuing education unit (CEU) opportunities

- increased the number of VRS staff providing direct services who meet state and federal criteria of the “comprehensive system of personnel development” (CSPD) through recruitment, educational, training, and retention efforts

PROJECT MAPS “Mapping Access to Program Services”

\$600,000

A Work Incentive Grant awarded by the Department of Labor

Goal: to facilitate a system change for improving access to workforce development services for persons with disabilities by improving outcomes in terms of program participation and suitable employment for persons with disabilities. In doing this, MAPS worked towards maximizing the participation of consumers with disabilities in the workforce development system.

FY 2006 Accomplishments

- collaborated with Career Center partner agencies and addressed the physical and programmatic barriers to serving individuals with disabilities in the Career Center system
- developed an “Emergency Preparedness for Persons With Disabilities” booklet for planning for and development of an emergency plan for career centers
- secured additional funding to purchase and install all the accessible elements for a “Universally Accessible Workstation” in all 26 comprehensive career centers and developed a “Software User’s Manual” to be available for staff and consumers
- developed an electronic learning curriculum available via the Internet and available on DVD with 13 separate training modules to develop the capacity of Career Center staff to effectively identify and serve individuals with disabilities. Learning modules have video segments embedded in the PowerPoint framework that feature national subject matter experts, rehabilitation experts, employers of persons with disabilities and employees with disabilities. Fact sheets, guides,

and publications were developed as supporting materials. A tracking system was developed to monitor which staff have completed the individual modules

- improved the physical and program access to services for persons with disabilities
- developed a website containing the following features: community service resource locator, disability-related products and resources developed through the MAPS project, E-Learning curriculum to develop the capacity to more effectively serve persons with disabilities. MAPS staff members continue to address the remaining goals of:
 - trained all Career Center partners to better identify and serve persons with disabilities so they have better access to Career Center services
 - conducted outreach to consumer groups, service organizations, employers, and community resources to both locate people with disabilities and locate the services to meet their diverse needs
 - utilized project efforts to design a Disability Program Navigator program designed to complement the existing VR program

The project partners include:

- Alabama Department of Rehabilitation Services (ADRS)
- Alabama Department of Economic and Community Affairs (ADECA)
- Alabama Department of Industrial Relations (DIR)
- Alabama Department of Postsecondary Education (DPE)
- Alabama Department of Human Resources (DHR)

It is anticipated that the efforts of this grant will result in an increase in the number of persons with disabilities being identified and served through the career centers and obtain access to a wider variety of training and assessment options available through the partners represented in the Career Center system.

ADRS

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